Employment Equity for Women
in the
Ontario Public Service
1986/87

EMPLOYMENT EQUITY

IT'S EVERYBODY'S BUSINESS

February 8, 1988

As Minister Responsible for Women's Issues, I am pleased to present the 1986/87 Annual Report on Employment Equity for Women in the Ontario Public Service. This report reflects results achieved by each ministry and across the Ontario Public Service.

The Employment Equity Program for Women was first introduced in 1974. Since that time, significant advancements have been made in improving the status of women in the Ontario Public Service.

In particular this year, the passage of Bill 154, (An Act to provide for Pay Equity), which is an essential employment equity component, gives us cause for celebration. Once implemented, it will reduce further the wage gap between women and men in Ontario.

In June 1987, the government also announced that the Employment Equity Program for Women would be expanded to include four additional target groups (native people, disabled persons, visible minorities and francophones).

This new employment equity program is now being implemented by the Human Resources Secretariat. Gender discrimination will remain a key focus of this new program and special attention will be given to the challenges faced by doubly disadvantaged women.

Gregory Sorbara
Minister Responsible for Women's Issues

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Executive Summary

Introduction

The report on employment equity for women is published annually to summarize the advances made towards the achievement of equity in the Ontario Public Service.

The term, "employment equity," refers to a broad range of initiatives designed to improve the economic status of women and support their participation in the workplace. These include affirmative action initiatives to diversify the occupational distribution of women, as well as initiatives that concentrate on working conditions, benefits, child care, and pay equity.

Summary of Progress 1986/87

During the 1986/87 fiscal year the following improvements in the status of women were realized:

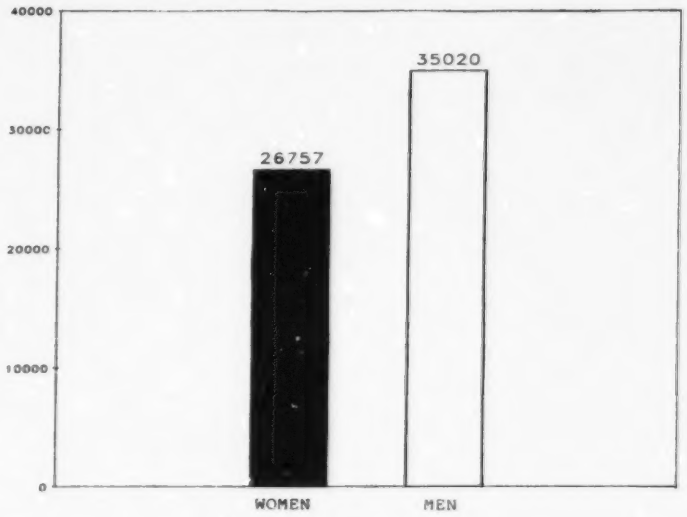
- women's participation increased in 7 of the 8 under-represented occupational groups;
- the representation of women among senior executives continued to increase. Women now comprise 15.3 percent of those in the Executive Compensation Plan;
- during 1986/87, 2,314 female employees benefited from accelerated career development opportunities such as secondments, acting assignments, on-the-job training and job rotations;
- women were hired or promoted into 672 positions in under-represented job classifications. Of these, 577 were into specifically targeted positions;
- Bill 154 (An Act to provide for Pay Equity) was passed, an important component of employment equity.

MINISTRY PROGRAM SUMMARIES

AGRICULTURE AND FOOD

Number of employees

Average salaries



Total Employees 1,649
Women 676
Men 973

Women's earnings equal 76.4% of men's.

Hire and Promotion Targets
Planned 34
Achieved 62

Accelerated Career Development Opportunities
Planned 47
Achieved 53, representing 7.8% of ministry women

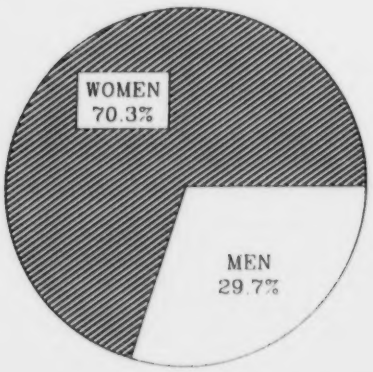
Competitions (in under-represented classes in the ministry)
Women won 31 competitions
Men won 73 competitions

1986/87 Summary

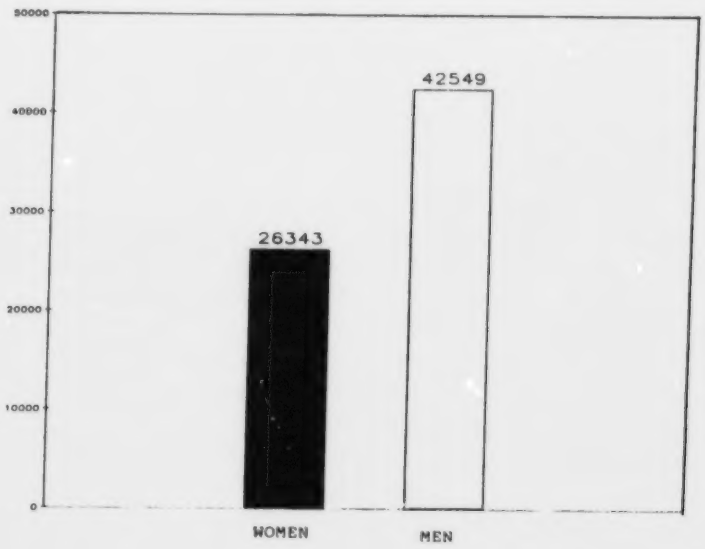
The Ministry of Agriculture and Food achieved a significant increase in the number of women promoted to management positions, including one appointment to the Executive Compensation Plan. The ministry concentrated on increasing the number of women in technology. In 1986/87, 21 women received aptitude testing for computer programming; 184 women received PC skills training; and eight women were hired as systems officers. A poster to encourage students "not to drop math and science in high school" was also created. As a special ministry initiative, female students were hired into the non-traditional areas of Agricrew '86 (50 percent women) and Junior Agriculturalists (62 percent women).

ATTORNEY GENERAL

Number of Employees



Average Salaries



Total Employees 3,387
Women 2380
Men 1007

Women's earnings equal 61.9% of men's

Hire and Promotion Targets
Planned 80
Achieved 83

Accelerated Career Development Opportunities
Planned 90
Achieved 82, representing 3.4% of ministry women

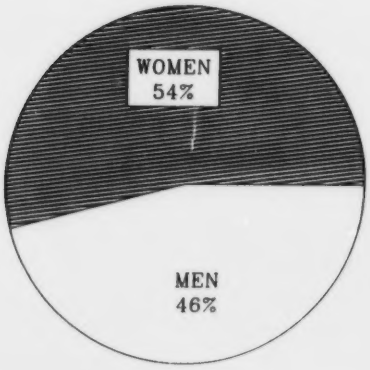
Competitions (in under-represented classes in the ministry)
Women won 46 competitions (including 11 waivers)
Men won 63 competitions (including 14 waivers)

1986/87 Summary

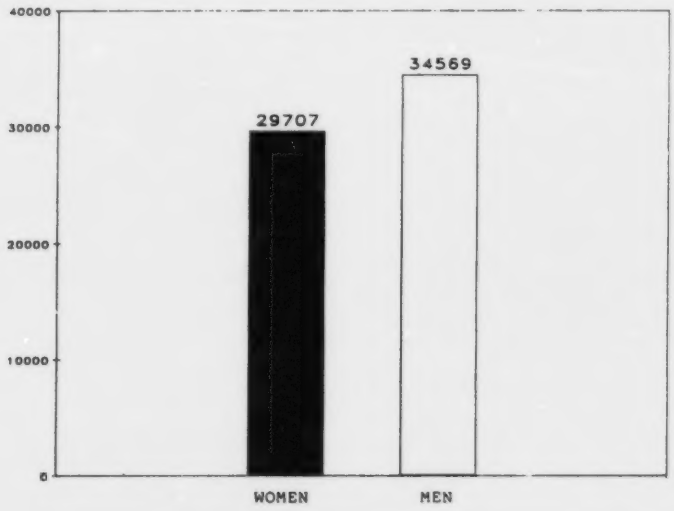
During 1986/87, significant program achievements included the appointment of women to the following positions: two to the Executive Compensation Plan; one director and two deputy directors of Legal Services Branch; the chief accountant; one sheriff; one local registrar. The first-ever woman Crown attorney was appointed. By the end of the fiscal year, for the first time, women were no longer under-represented in the second level of lawyers. Throughout the year, the Employment Equity Department assisted in the development of ministry performance appraisal forms, and was an active member of the Lawyers' Salary Committee. A total of 444 women were financially sponsored through the program to attend a variety of educational programs, including: conferences; management skills development courses; and computer science courses. One woman participated in a Systems Officer Trainee Program and another in a Provincial Prosecutor Trainee Program. The ministry contributed to corporate employment equity priorities by identifying six women for the Executive Development Inventory.

CITIZENSHIP AND CULTURE

Number of Employees



Average Salaries



Total Employees 657
Women 355
Men 302

Women's earnings equal 85.9% of men's.

Hire and Promotion Targets
Planned 26
Achieved 32

Accelerated Career Development Opportunities
Planned 4
Achieved 20, representing 5.6% of ministry women

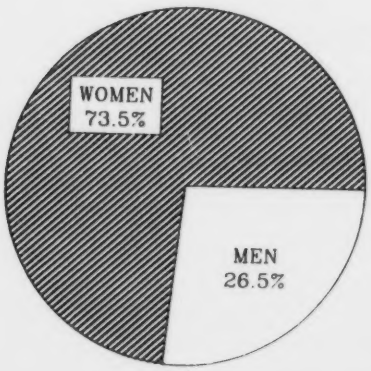
Competitions (in under-represented classes in the ministry)
Women won 5 competitions
Men won 21 competitions

1986/87 Summary

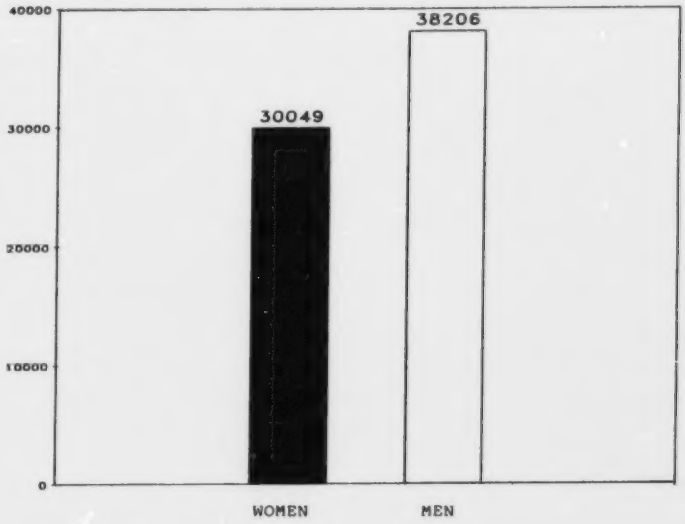
The ministry continued to focus on the movement of women into senior management and from the Office Administration Group to under-represented areas. A number of training and development opportunities were sponsored by the employment equity program and the ministry's Human Resources Management Program. For example, 58 women participated in specialized senior management workshops and seminars. An apprenticeship program in Trades and Crafts was also developed to facilitate the integration of women into this area. Significant achievements this year included the hiring/promotion of two women to the position of assistant deputy minister; the hiring/promotion of two women as directors and the promotion of a woman to the position of manager of systems services.

COLLEGES AND UNIVERSITIES

Number of Employees



Average Salaries



Total Employees 234
Women 172
Men 62

Women's earnings equal 78.7% of men's.

Hire and Promotion Targets

Specific targets were not set, due to transitional year

Accelerated Career Development Opportunities

Specific targets were not set, due to transitional year

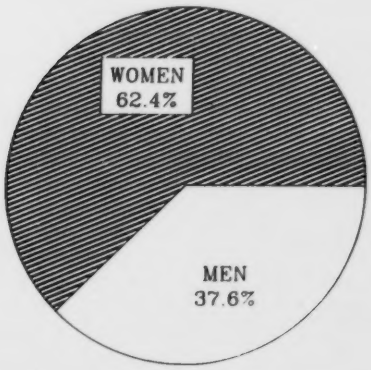
Competitions (in under-represented classes in the ministry)
Women won 19 competitions
Men won 10 competitions

1986/87 Summary

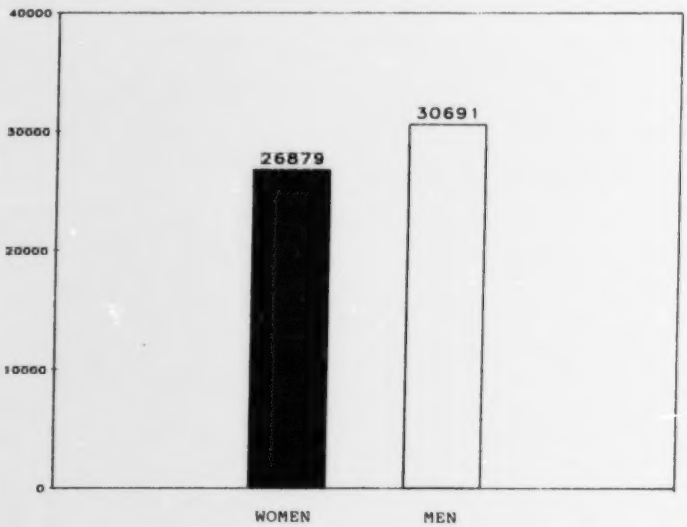
The Ministry of Colleges and Universities previously included the Apprenticeship Branch which became the new Ministry of Skills Development. This reorganization reduced the number of employees in the Ministry of Colleges and Universities from 504 in 1985/86 to 234 in 1986/87. The Ministry of Colleges and Universities focused on increasing the number of women qualified to compete for under-represented occupations.

COMMUNITY AND SOCIAL SERVICES

Number of Employees



Average Salaries



Total Employees 9,599
Women 5992
Men 3607

Women's earnings equal 87.6% of men's

Hire and Promotion Targets
Planned 6
Achieved 1

Accelerated Career Development Opportunities
Planned 250
Achieved 516, representing 8.3% of ministry women

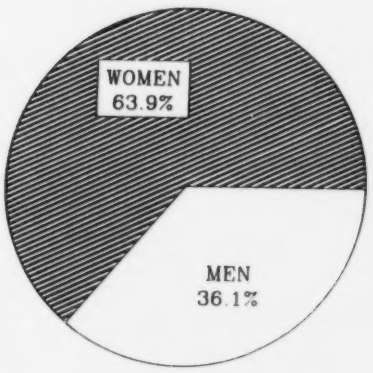
Competitions (in under-represented classes in the ministry)
Women won 10 competitions
Men won 32 competitions

1986/87 Summary

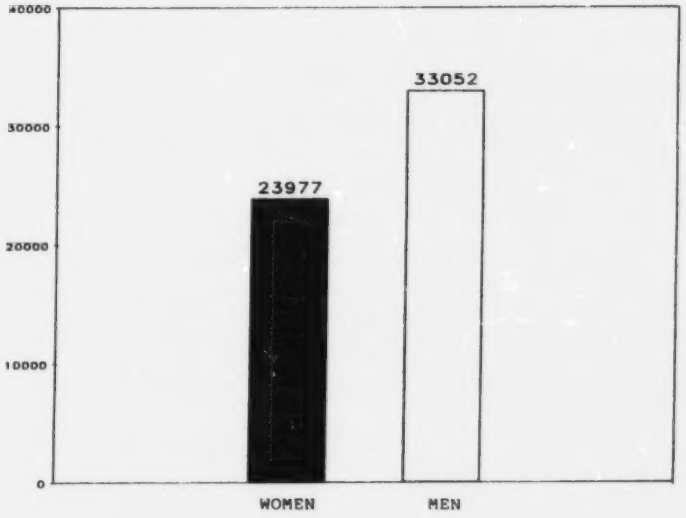
To increase the number of women in groups that are predominantly male, 516 accelerated career development initiatives were undertaken. A tracking system was developed to monitor the success of these initiatives. The employment equity program sponsored an Executive Skills Seminar for ministry women. In 1986/87, program achievements included the appointment of four women to the Executive Compensation Plan.

CONSUMER AND COMMERCIAL RELATIONS

Number of Employees



Average Salaries



Total Employees 1,585
Women 1013
Men 572

Women's earnings equal 72.5% of men's.

Hire and Promotion Targets
Planned 6
Achieved 2

Accelerated Career Development Opportunities
Planned 47
Achieved 113, representing 11.2% of ministry women

Competitions (in under-represented classes in the ministry)
Women won 7 competitions (including 1 waiver)
Men won 43 competitions (including 5 waivers)

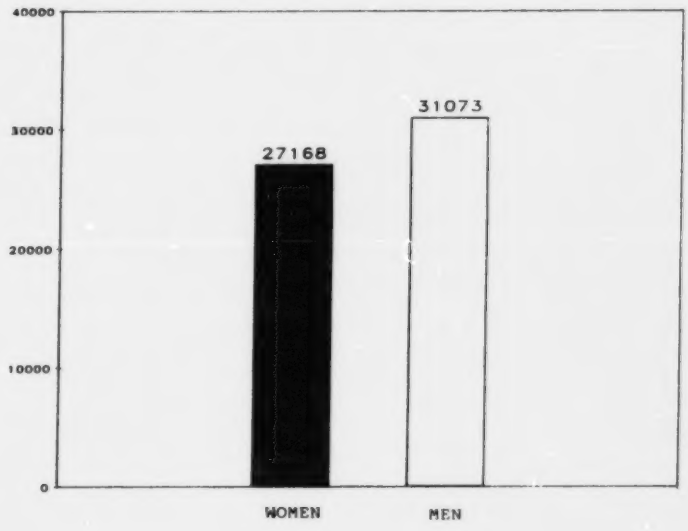
1986/87 Summary

During 1986/87, the Ministry of Consumer and Commercial Relations was dedicated to the hiring and promotion of women to senior levels and technology-related positions. Achievements in these areas included the appointment of one woman into the Executive Compensation Plan; the appointment of the ministry's first woman deputy minister; the additional hiring/promotion of eight women to other senior positions for the first time; a continuation of the Systems Training Project and the Audit Training Program. A job catalogue was created for use in career counselling. Of the 113 accelerated career development initiatives, 48 (42.5 percent) resulted in immediate promotions into feeder group positions.

CORRECTIONAL SERVICES

Number of Employees

Average Salaries



Total Employees 5989
Women 1883
Men 4106

Women's earnings equal 87.4% of men's

Hire and Promotion Targets
Planned 185
Achieved 223

Accelerated Career Development Opportunities
Planned 43
Achieved 79, representing 4.2% of ministry women

Competitions (in under-represented classes in the ministry)
Women won 208 competitions
Men won 607 competitions

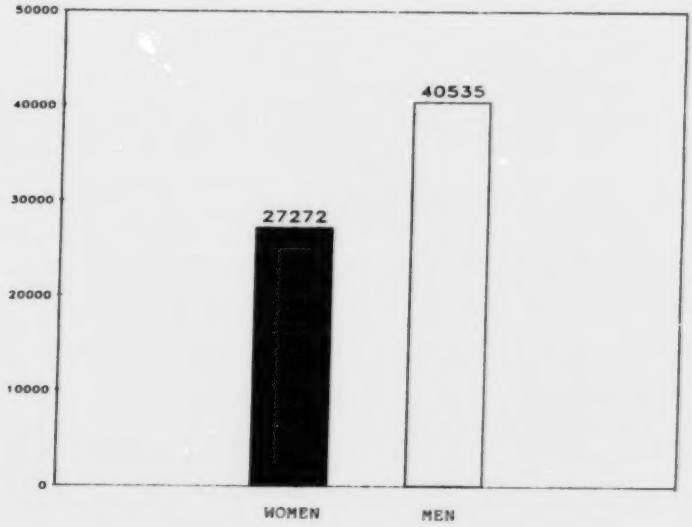
1986/87 Summary

The ministry continued its focus on moving women into senior, institutional management and correctional officer positions. Year-end figures revealed 56 women occupying senior-level positions (an increase of six from the previous year), and an increase of 107 women working in male institutions in the correctional officer group -- a predominantly male area. Overall, women account for 17.4 percent of management positions and represent 31.4 percent of total ministry employees. Significant achievements for the ministry were: the hiring of 21 women into the Operational Module; a woman promoted to senior assistant superintendent; and two women promoted to the position of manager of Field Support and Coordination, and manager of the Community Programs Design and Implementation Unit.

EDUCATION

Number of Employees

Average Salaries



Total Employees 1,477
Women 829
Men 648

Women's earnings equal 67.3% of men's

Hire and Promotion Targets
Planned 10
Achieved 24

Accelerated Career Development Opportunities
Planned 45
Achieved 40, representing 4.8% of ministry women

Competitions (in under-represented classes in the ministry)
Women won 24 competitions (including 5 waivers)
Men won 49 competitions (including 17 waivers)

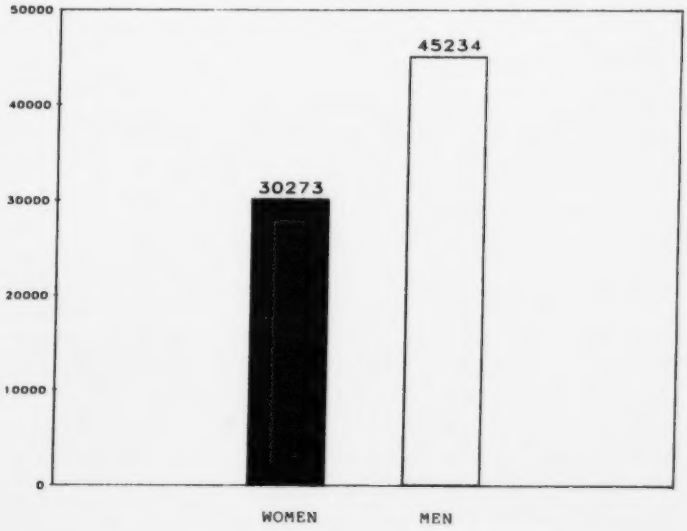
1986/87 Summary

The ministry demonstrated its commitment to employment equity through three objectives: corporate policy development and initiatives; co-ordination of special programs and initiatives; promotion of equality and a sex-equitable environment in the Ontario educational system. During 1986/87 one woman was appointed to an executive position. Fifteen women participated in an Accelerated Career Development Program. A program was developed to identify and train women in order to increase the number of women in technology-related occupations. To raise and diversify the occupational distribution of women throughout the educational system, the ministry administered an incentive fund, providing $3.3 million in grants to 91 school boards from 1985 to 1987. The ministry launched a Summer Experience project in which 10 students assisted school boards in developing and implementing affirmative action initiatives.

ENERGY

Number of Employees

Average Salaries



Total Employees 210
Women 104
Men 106

Women's earnings equal 66.9% of men's.

Hire and Promotion Targets
Planned 5
Achieved 10

Accelerated Career Development Opportunities
Planned 8
Achieved 16 representing 15.4% of ministry women

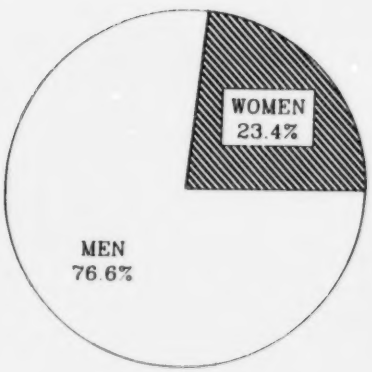
Competitions (in under-represented classes in the ministry)
Women won 4 competitions
Men won 10 competitions

1986/87 Summary

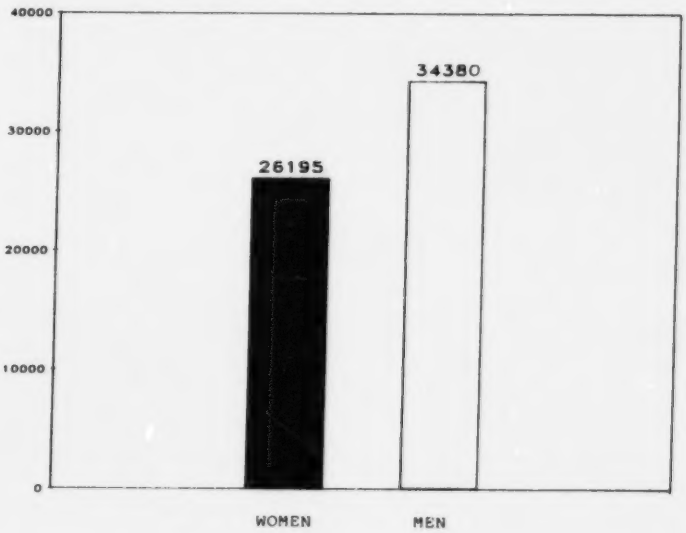
The Ministry of Energy, in conjunction with the Ministry of Intergovernmental Affairs, sponsored a variety of workshops for female staff, including seminars on resume-writing and interview skills, and a series of Women and Personal Safety workshops. Twenty-six percent of women in the ministry undertook career development opportunities. In-house training in word processing was also offered to secretarial staff. The wage gap continued to narrow, decreasing by 4.2 percent since 1985/86.

ENVIRONMENT

Number of Employees



Average Salaries



Total Employees
Women 530
Men 1733

Women's Earnings equal 76.2% of men's

Hire and Promotion Targets
Planned 24
Achieved 35

Accelerated Career Development Opportunities
Planned 25
Achieved 23 representing 4.3% of ministry women

Competitions (in under-represented classes in the ministry)
Women won 38 competitions (including 3 waivers)
Men won 123 competitions (including 4 waivers)

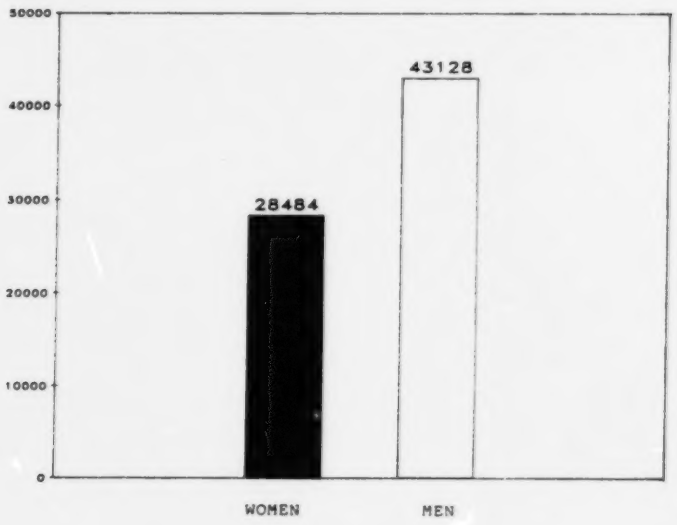
1986/87 Summary

The ministry is strongly committed to providing training opportunities for women. Developmental assignments were identified and implemented in a number of occupations such as systems officers and regional environmental technicians. The Ministry of the Environment sponsored a Career Development Centre in which the supervision skills of management women from various ministries were assessed for the purposes of career planning.

FINANCIAL INSTITUTIONS

Number of Employees

Average Salaries



Total Employees 314
Women 168
Men 146

Women's earnings equal 66.0% of men's.

Hire and Promotion Targets
Planned 2
Achieved 1

Accelerated Career Development Opportunities
Planned 9
Achieved 16, representing 9.5% of ministry women

Competitions (in under-represented classes in the ministry)
Women won 1 competition
Men won 17 competitions (including 2 waivers)

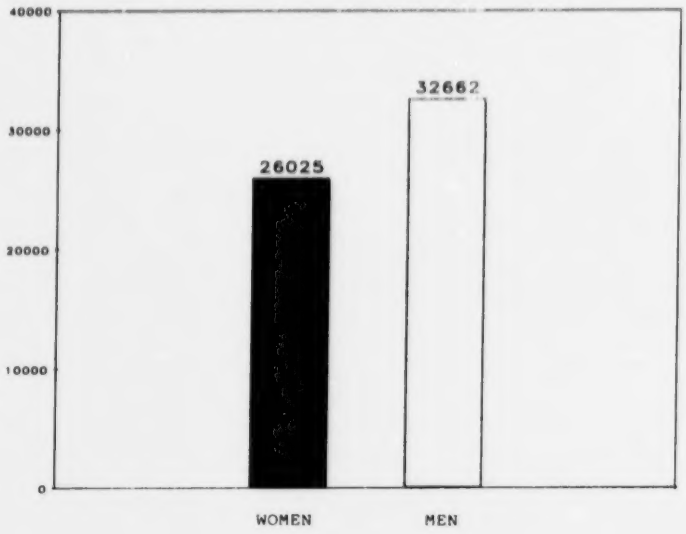
1986/87 Summary

In previous years, Financial Institutions formed part of the Ministry of Consumer and Commercial Relations and the 1986/87 fiscal year marked their first reporting period. During the year, there were a number of breakthroughs for the ministry. Women were appointed to the following positions: director, Policy and Planning; and deputy director, Investigations; hiring/promotion of five women into other senior management positions for the first time; female representation of 18.2 percent in the Legal Group of the Professional Module. A job catalogue was created for use in career counselling. Of the 16 accelerated career development initiatives, four resulted in immediate promotions.

GOVERNMENT SERVICES

Number of Employees

Average Salaries



Total Employees 2,772
Women 1030
Men 1742

Women's earnings equal 79.7% of men's.

Hire and Promotion Targets
Planned 43
Achieved 35

Accelerated Career Development Opportunities
Planned 105
Achieved 106, representing 10.0% of ministry women

Competitions (in under-represented classes in the ministry)
Women won 43 competitions (including 1 waiver)
Men won 174 competitions (including 11 waivers)

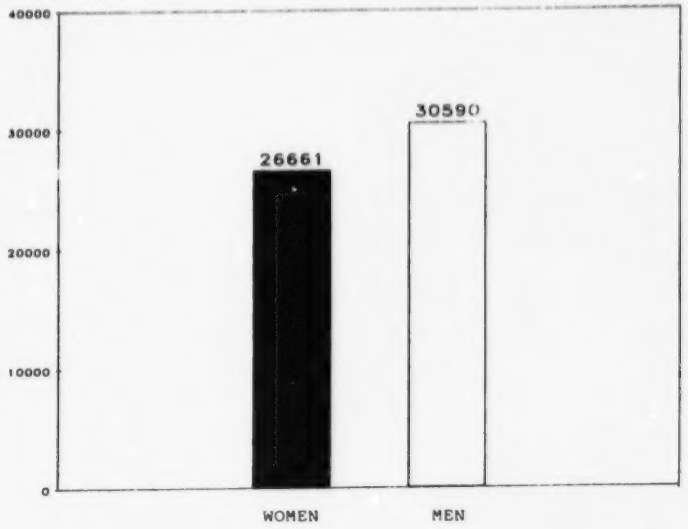
1986/87 Summary

Emphasis this year was placed on moving women into senior-level and technology areas. Successful results show a six-percent increase in the number of women in the Executive Compensation Plan. Additionally, 28 women were trained in the technology field, and 21 women were hired in under-represented technology occupational areas. For the first time in the ministry, a woman was hired as a construction superintendent. Other special initiatives included the training of women in property management.

HEALTH

Number of Employees

Average Salaries



Total Employees 10,891
Women 7029
Men 3862

Women's earnings equal 87.2% of men's.

Hire and Promotion Targets
Planned 24
Achieved 16

Accelerated Career Development Opportunities
Planned 290
Achieved 638, representing 9.1% of ministry women

Competitions (in under-represented classes in the ministry)
Women won 46 competitions
Men won 182 competitions

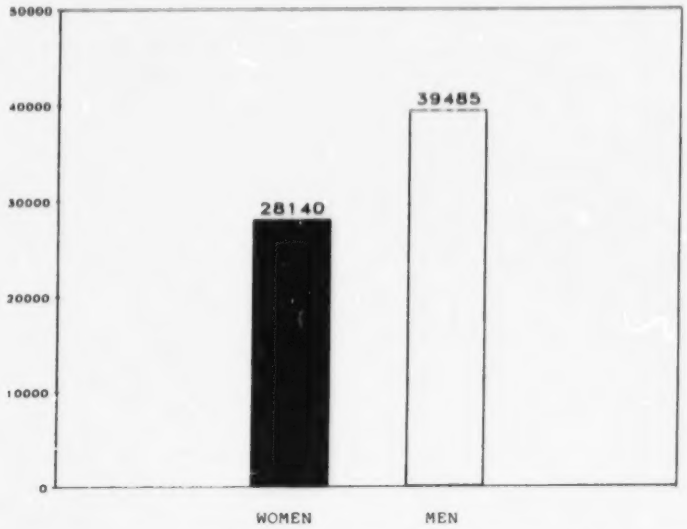
1986/87 Summary

The employment equity program offered micro-technology workshops to women working in office administration, and a series of seminars for senior women. The ministry has placed special emphasis on skilled trades to move more women into maintenance occupations in ministry institutions. Three women were hired as ambulance officers, and new appointments to the Executive Compensation Plan included three women. Through the ministry's internal Employment Equity Program Incentive Fund, five women received special accelerated career development assignments.

HOUSING

Number of Employees

Average Salaries



Total Employees 910
Women 524
Men 386

Women's earnings equal 71.3% of men's.

Hire and Promotion Targets
Planned 3
Achieved 0

Accelerated Career Development Opportunities
Planned 5
Achieved 39, representing 7.4% of ministry women

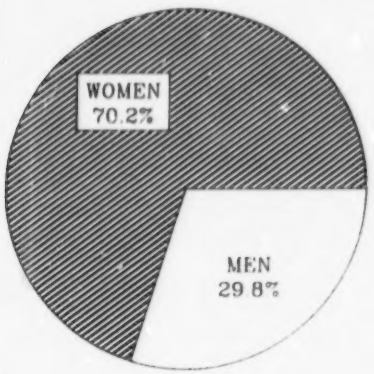
Competitions (in under-represented classes in the ministry)
Women won 18 competitions
Men won 41 competitions

1986/87 Summary

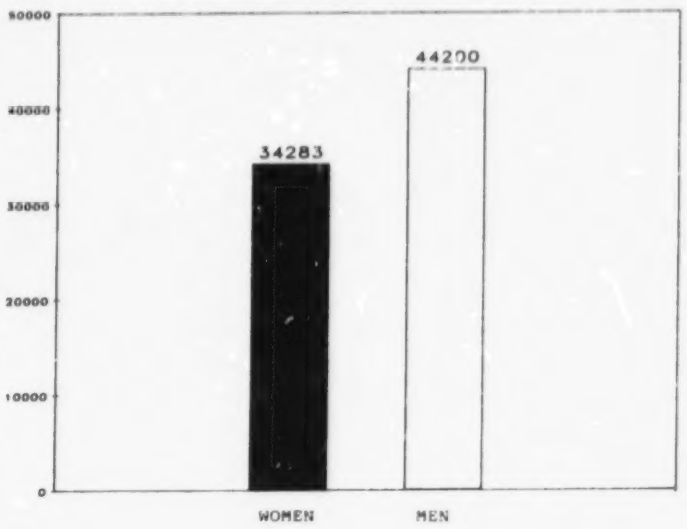
Over the year, the ministry focused on training women for senior management and technology-related occupations. As a result, the number of women in both senior-level and systems positions increased. The ministry made a number of breakthroughs this year, including the hiring of a woman in a new position in the Trades and Crafts Occupational Group and the hiring of the first woman into a maintenance position in Housing Authorities. Guidelines for annual planning and a reporting method were introduced in local Housing Authorities.

HUMAN RESOURCES SECRETARIAT

Number of Employees



Average Salaries



Total Employees 218
Women 153
Men 65

Women's earnings equal 77.6% of men's.

Hire and Promotion Targets
Planned 1
Achieved 2

Accelerated Career Development Opportunities
Planned 7
Achieved 36, representing 23.7% of ministry women

Competitions (in under-represented classes in the ministry)
Women won 2 competitions
Men won 1 competitions

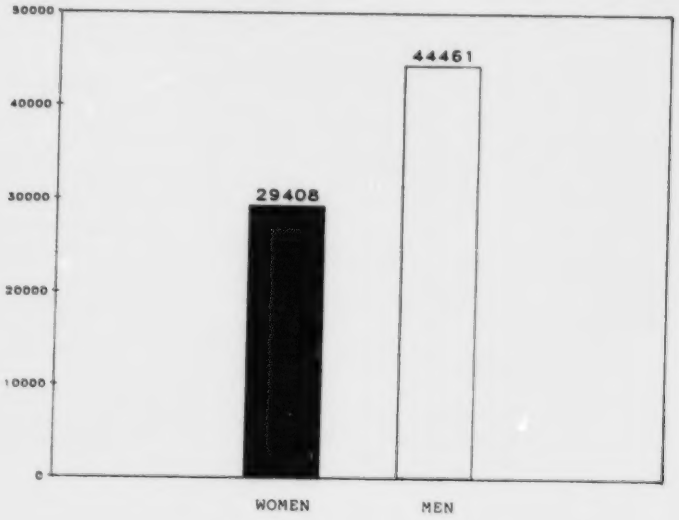
1986/87 Summary

The secretariat focused on the promotion and hiring of women into corporate priority areas at the senior-level and in technology positions. Achievements in these areas included the appointment of two women to executive-level positions, as well as an acting appointment to a position at this level, and an on-the-job training assignment in information technology. Over the year, a total of 31 women employees of the secretariat and five women employees from other ministries benefited from secondments, job rotations and on-the-job training. The secretariat sponsored workshops/seminars for interested female staff, including courses on improving technology-related skills and sessions on career planning.

INDUSTRY TRADE AND TECHNOLOGY

Number of Employees

Average Salaries



Total Employees 562
Women 263
Men 299

Women's earnings equal 66.1% of men's.

Hire and Promotion Targets
Planned 9
Achieved 11

Accelerated Career Development Opportunities
Planned 10
Achieved 24, representing 9.1% of ministry women

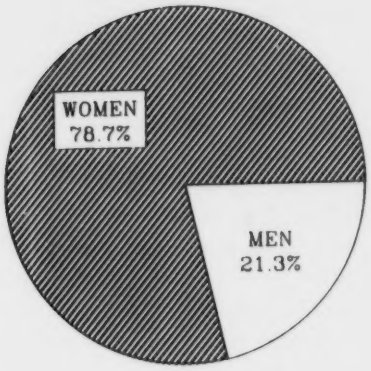
Competitions (in under-represented classes in the ministry)
Women won 27 competitions
Men won 54 competitions

1986/87 Summary

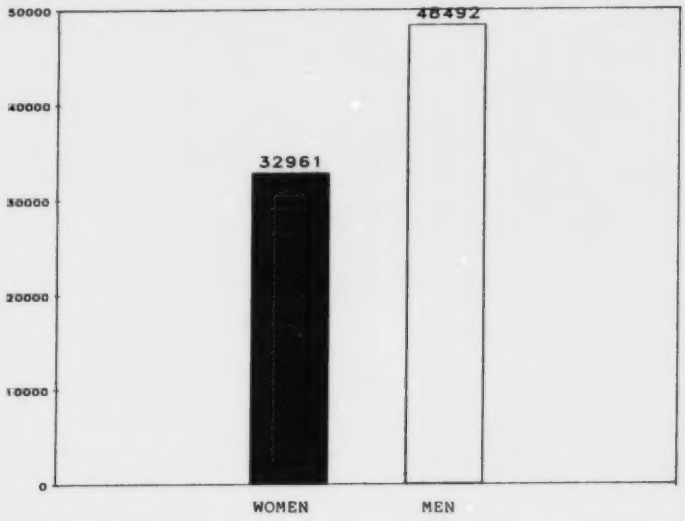
In 1986/87, two women were hired into senior-level positions. Women hold 66 percent of all MITT systems-related positions, which are a corporate priority area. A training position was initiated in the Corporate Systems Branch to help women access these occupations. A ministry priority this year was the increase of female representation in the industrial development officer (IDO) group. Currently, 23.5 percent of all IDOs are women. Seventy-eight percent of entry-level positions are held by women. Four training positions were developed to help women move to higher levels. The ministry has also concentrated on increasing the number of women in senior management positions.

INTERGOVERNMENTAL AFFAIRS

Number of Employees



Average Salaries



Total Employees 61
Women 48
Men 13

Women's earnings equal 68% of men's.

Hire and Promotion Targets
Planned 3
Achieved 3

Accelerated Career Development Opportunities
Planned 8
Achieved 8, representing 16.7% of ministry women

Competitions (in under-represented classes in the ministry)
Women won 0 competitions
Men won 0 competitions

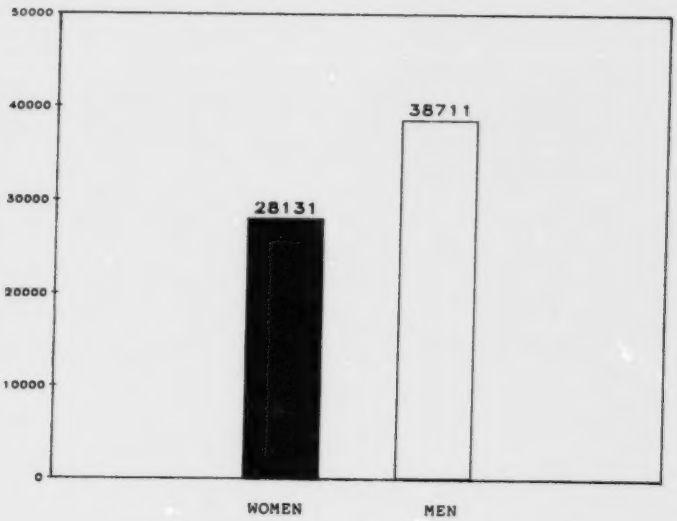
1986/87 Summary

The ministry focused on providing women with senior-management training and development opportunities, and on providing French-language instruction and computer training to all staff levels. The ministry also continued to work with other small ministries to develop various training programs. Highlights included the secondment of a woman to a senior position in the new French-language service at TVO, and the secondment of two women to senior ministry positions.

LABOUR

Number of Employees

Average Salaries



Total Employees 1,526
Women 721
Men 805

Women's earnings equal 72.7% of men's.

Hire and Promotion Targets
Planned 17
Achieved 23

Accelerated Career Development Opportunities
Planned 42
Achieved 40, representing 5.5% of ministry women

Competitions (in under-represented classes in the ministry)
Women won 22 competitions
Men won 107 competitions

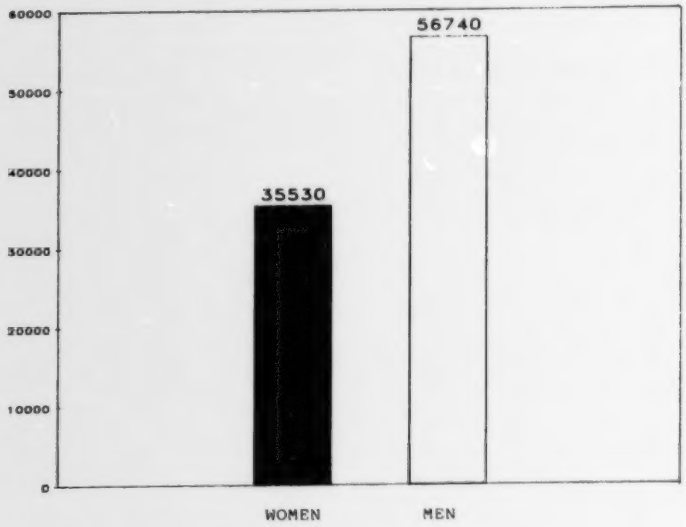
1986/87 Summary

A wide variety of skills development and training was provided for Ministry of Labour women in senior management positions. Women hold various senior positions including assistant deputy minister, executive director, and Chair of the Labour Relations Board. The number of women in middle management -- a feeder source for senior positions -- has increased. All ministry personnel received extensive computer training and special evening courses in word processing were offered to ministry women. The ministry continued to focus on recruiting women into non-traditional areas and has established training programs for women interested in entering the labor relations field, in becoming health and safety inspectors, and employment standards auditors, all of which are ministry priority areas.

MANAGEMENT BOARD SECRETARIAT

Number of Employees

Average Salaries



Total Employees 93
Women 46
Men 47

Women's earnings equal 62.6% of men's.

Hire and Promotion Targets
Planned 3
Achieved 1

Accelerated Career Development Opportunities
Planned 8
Achieved 17, representing 3.7% of ministry women

Competitions (in under-represented classes in the ministry)
Women won 16 competitions
Men won 10 competitions

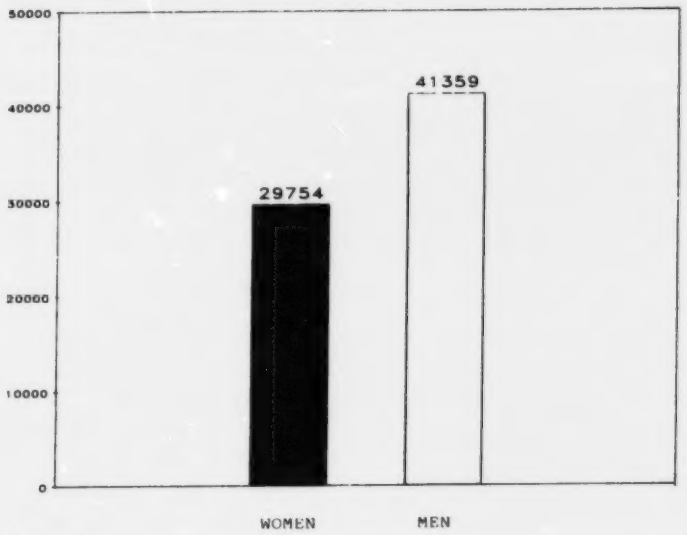
1986/87 Summary

The secretariat has provided training opportunities for women from line ministries. Over 60 percent of women who were provided with accelerated development opportunities were successful in related job competitions. A woman was appointed senior policy officer in the Policy Administration Branch of the Information Technology Division. The number of senior women increased by 16 during 1986/87.

MUNICIPAL AFFAIRS

Number of Employees

Average Salaries



Total Employees 416
Women 202
Men 214

Women's earnings equal 71.9% of men's.

Hire and Promotion Targets
Planned 2
Achieved 0

Accelerated Career Development Opportunities
Planned 4
Achieved 16, representing 7.9% of ministry women

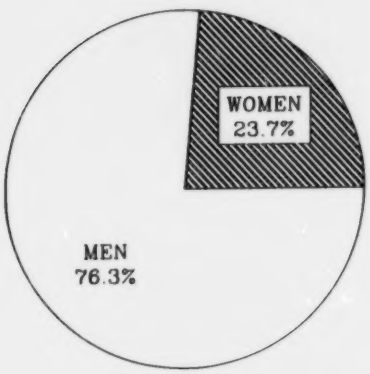
Competitions (in under-represented classes in the ministry)
Women won 4 competitions
Men won 9 competitions

1986/87 Summary

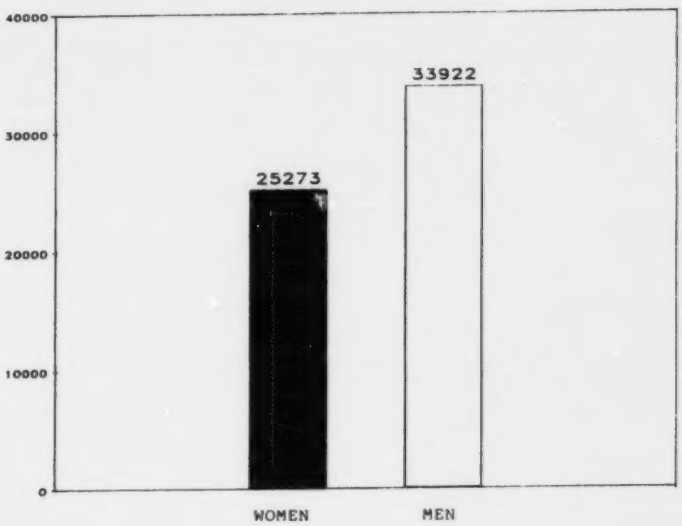
The ministry's emphasis this year was on training and development of senior women and other ministry women in appropriate feeder groups. The number of women in senior management increased slightly and a senior-level woman was promoted. Workshops and seminars were held for women at all levels.

NATURAL RESOURCES

Number of Employees



Average Salaries



Total Employees 3,905
Women 926
Men 2979

Women's earnings equal 74.5% of men's.

Hire and Promotion Targets
Planned 10
Achieved 19

Accelerated Career Development Opportunities
Planned 93
Achieved 144, representing 15.6% of ministry women

Competitions (in under-represented classes in the ministry)
Women won 15 competitions
Men won 189 competitions

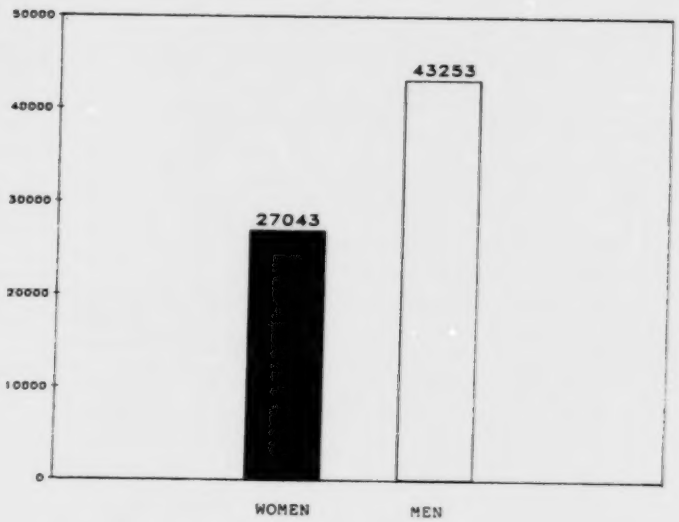
1986/87 Summary

The ministry has a large complement of non-traditional occupational groups. Following an extensive program review in 1986/87, a three-year strategic plan for employment equity was developed and approved. The plan focuses on and provides opportunities to increase the number of women in professional and technical resource management positions. Included in this plan is a model for effective local-level program delivery and a project to increase the number of women in district manager positions. In co-operation with the Ministry of the Environment, an assessment centre will be used to identify training and development requirements for high-potential candidates.

NORTHERN DEVELOPMENT AND MINES

Number of Employees

Average Salaries



Total Employees 359
Women 129
Men 230

Women's earnings equal 62.5% men's.

Hire and Promotion Targets
Planned 9
Achieved 9

Accelerated Career Development Opportunities
Planned 8
Achieved 30, representing 23.2% of ministry women

Competitions (in under-represented classes in the ministry)
Women won 9 competition
Men won 33 competitions

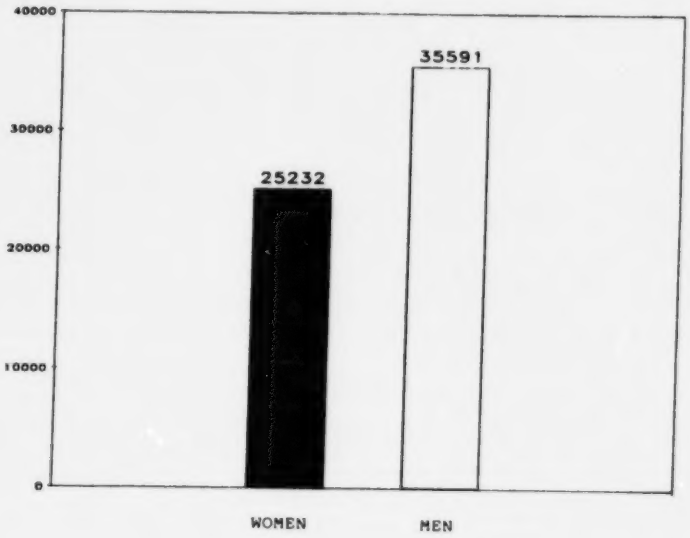
1986/87 Summary

The Ministry of Northern Development and Mines was established in December, 1985, and subsequently, this year's main focus was to create the database, identify issues and plan program initiatives for the new ministry. Program results included the promotion of two women to acting directorships and four clerical assistants were trained as northern affairs officers. The ministry established a Corporate Services Division, which provided women with close to 30 developmental opportunities. In-house training was also provided to women to enhance their skills in computer operation, resume-writing and interviewing.

REVENUE

Number of Employees

Average Salaries



Total Employees 3,854
Women 1646
Men 2208

Women's earnings equal 70.9% of men's.

Hire and Promotion Targets
Planned 37
Achieved 59

Accelerated Career Development Opportunities
Planned 79
Achieved 100, representing 6.1% of ministry women

Competitions (in under-represented classes in the ministry)
Women won 42 competitions
Men won 119 competitions

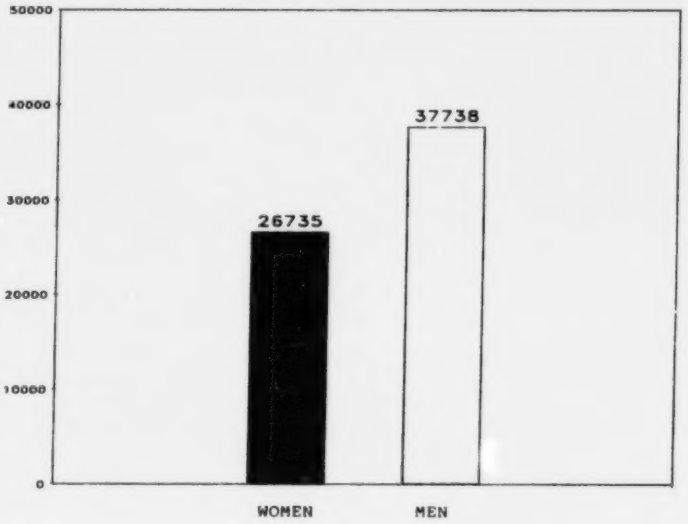
1986/87 Summary

The ministry continues to focus on women in senior management and in financial areas. Nineteen women were appointed to management levels in 1986/87 and over 120 women in senior and middle management participated in professional development seminars. The ministry's Tax Auditor Training Program continues to help women move out of the administration support group into financial positions. A wide variety of developmental opportunities were initiated through close consultation between the Employment Equity Unit, branch directors and senior management. These included 52 initiatives designed to increase management/supervisory skills, and 30 initiatives to develop/increase financial skills.

SKILLS DEVELOPMENT

Number of Employees

Average Salaries



Total Employees 432
Women 230
Men 202

Women's earnings equal 70.8% of men's.

Hire and Promotion Targets

No targets were set in this ministry

Accelerated Career Development Opportunities

No targets were set in this ministry

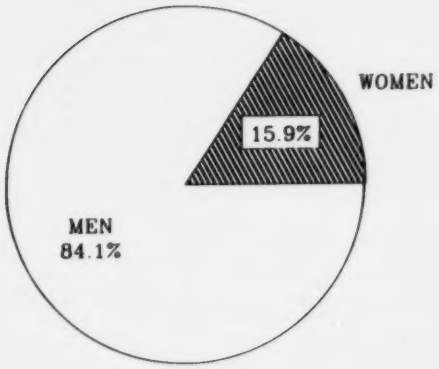
Competitions (in under-represented classes in the ministry)
Women won 9 competitions
Men won 15 competitions

1986/87 Summary

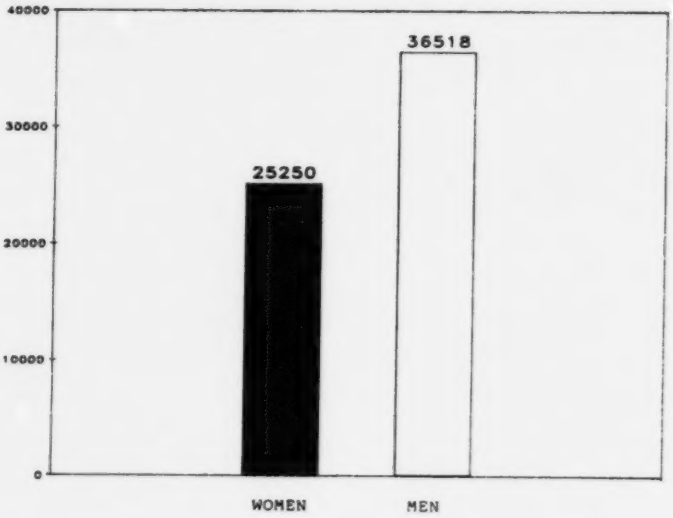
The Ministry of Skills Development was established in 1985/86, and the focus for 1986/87 was on establishing the Employment Equity Unit. The newly created unit drew up an employment equity plan for 1987/88, established a ministry-wide information network to distribute news on issues relevant to women, and developed its own database. A full report on the ministry's progress will be included in next year's annual report.

SOLICITOR GENERAL

Number of Employees



Average Salaries



Total Employees 6,294
Women 1002
Men 5292

Women's earnings equal 69.1% of men's.

Hire and Promotion Targets
Planned 37
Achieved 50

Accelerated Career Development Opportunities
Planned 21
Achieved 13, representing 1.3% of ministry women

Competitions (in under-represented classes in the ministry)
Women won 36 competitions
Men won 489 competitions

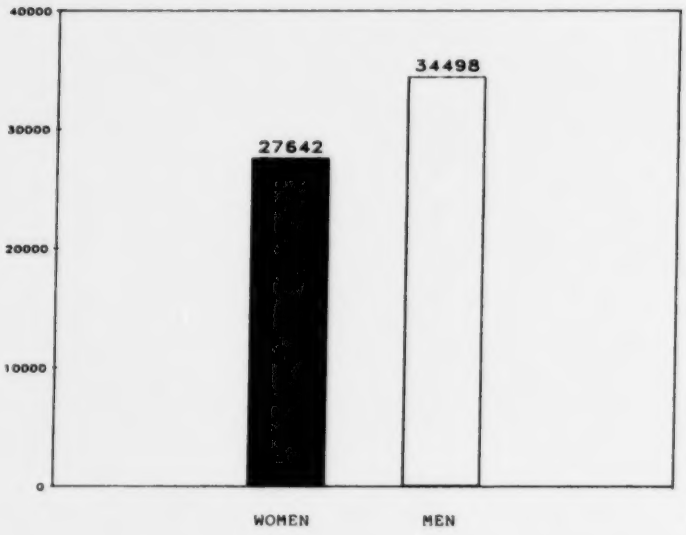
1986/87 Summary

As the major employer of law enforcement officials in the Ontario Public Service, the ministry continued its efforts to increase female representation in this area. Police officers participated in programs sponsored by the Ontario Women's Directorate, such as OPEN DOORS, and school career days. Pamphlets and posters outlining fire fighting and policing as career options for women were developed. Three reports were prepared in 1986/87: one analysed the impact of technology on office support staff; one examined the absence of women in fire fighting occupations; and another studied the progress of women police officers.

TOURISM AND RECREATION

Number of Employees

Average Salaries



Total Employees 582
Women 273
Men 309

Women's earnings equal 80.1% of men's.

Hire and Promotion Targets
Planned 5
Achieved 5

Accelerated Career Development Opportunities
Planned 10
Achieved 10, representing 3.7% of ministry women

Competitions (in under-represented classes in the ministry)
Women won 7 competitions
Men won 16 competitions

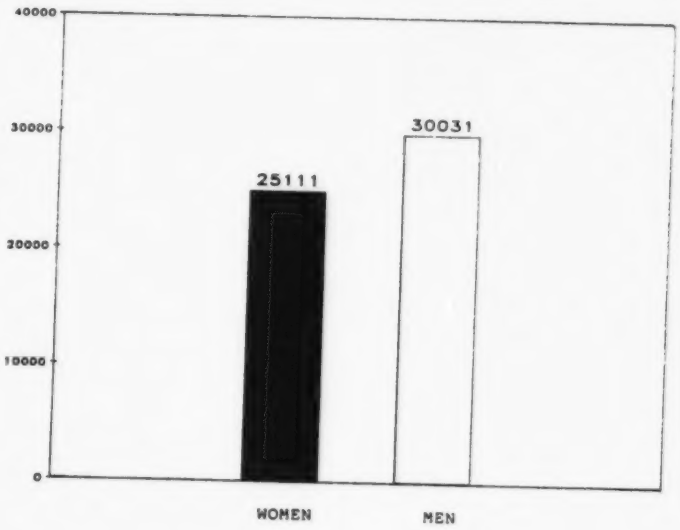
1986/87 Summary

The ministry's emphasis this year was to develop the potential of women for senior management positions and to build a strong pool of qualified women for positions in middle management. One of the largest occupational groups in the ministry is the community and industrial development officer group. Women represent 18 percent of these occupations and a series of developmental assignments were created to increase female representation within this group.

TRANSPORTATION AND COMMUNICATIONS

Number of Employees

Average Salaries



Total Employees 8,883
Women 1692
Men 7191

Women's earnings equal 83.6% of men's.

Hire and Promotion Targets
Planned 77
Achieved 49

Accelerated Career Development Opportunities
Planned 83
Achieved 92, representing 5.4% of ministry women

Competitions (in under-represented classes in the ministry)
Women won 42 competitions (including 4 waivers)
Men won 533 competitions (including 27 waivers)

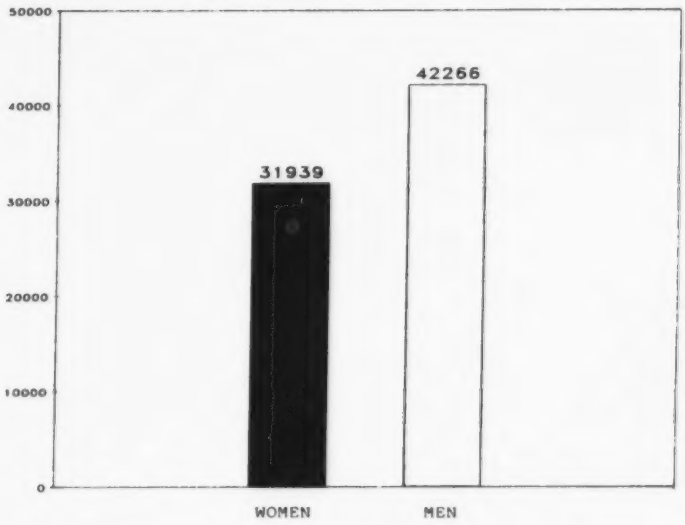
1986/87 Summary

In 1986/87, the ministry emphasized increasing the number of women in middle and senior management, engineering, technology, and highway operations and maintenance occupations. A woman was appointed assistant deputy minister, a ministry first. Eighty-five women completed developmental assignments to qualify for middle management and feeder group positions. In addition, 28 women engineering students and three women graduate engineers were hired. The ministry initiated a number of assignments to help qualify women to work in construction, as driver examiners, signs and buildings inspectors, and systems-related positions. One hundred and four women were hired for highway operations and maintenance positions, and a promotional poster for these occupations was developed. Computer credit courses for all staff in Toronto and Kingston were offered through Seneca and St. Lawrence Colleges.

TREASURY AND ECONOMICS

Number of Employees

Average Salaries



Total Employees 364
Women 196
Men 168

Women's earnings equal 75.6% of men's.

Hire and Promotion Targets
Planned 3
Achieved 6

Accelerated Career Development Opportunities
Planned 15
Achieved 56, representing 28.6% of ministry women

Competitions (in under-represented classes in the ministry)
Women won 3 competitions
Men won 3 competitions

1986/87 Summary

The Ministry of Treasury and Economics has a large pool of women in the professional and administration occupational groups, a feeder group for future senior management positions. One woman was promoted to assistant director of Finance Policy, and two others to senior policy advisor positions. The creation of a year-long training position as senior-level co-ordinator and a five-year systems trainee position will help increase the number of women in technology-related positions.

WORKFORCE ANALYSIS

POSITION INFORMATION

OCCUPATIONAL REPRESENTATION AND DISTRIBUTION BY SEX

FULL-TIME CLASSIFIED EMPLOYEES

OCCUPATIONAL MODULE/CATEGORY	MEN #	WOMEN #	%	1987	1986	1985	1984	1983
Management Modules:								
Administrative	4,021	2,324	7.6	36.6	34.8	32.2	30.8	29.3
Clerical	101	254	0.8	71.5	73.3	80.4	80.5	78.5
Operational	1,811	336	1.1	15.6	15.3	15.3	15.9	15.7
Professional	2,758	831	2.7	23.2	22.7	21.8	20.9	19.8
Technical	1,115	45	0.1	3.9	3.7	3.5	3.6	2.9
Law Enforcement	172	1	0.0	0.6	0.6	0.6	0.7	*
Executive Comp. Plan	567	106	0.3	15.8	13.1	11.9	9.2	8.2
SUBTOTAL	**10,545**	**3,897**	**12.8**	**27.0**	**25.8**	**25.3**	**24.2**	**23.1**
Bargaining Unit Categories:								
Administrative Services	4,355	1,908	6.3	30.5	32.3	30.4	28.3	27.2
Correctional Services	2,926	644	2.1	18.0	16.5	16.1	15.5	15.2
Institut. Care Services	1,895	3,486	11.5	64.8	64.5	64.9	65.5	65.4
General Oper. Services	2,195	1,460	4.8	39.9	40.3	40.8	41.2	41.9
Maintenance Services	5,425	221	0.7	3.9	3.7	3.5	3.5	3.5
Office Services	2,093	14,073	46.3	87.1				
Scientific and Professional Services	1,856	2,597	8.5	58.3	58.0	58.7	58.5	57.6
Technical Services	4,174	808	2.7	16.2	15.4	14.8	14.2	14.0
Law Enforcement Services	4,172	155	0.5	3.6	3.1	3.0	2.6	2.4
"Excluded" [1]	62	1,157	3.8	94.9	95.7	94.8	94.8	*
SUBTOTAL	**29,153**	**26,509**	**87.2**	**47.6**	**47.3**	**46.8**	**46.6**	**46.2**
TOTAL	**39,698**	**30,406**	**100.0**	**43.4**	**43.0**	**42.5**	**42.2**	**41.8**

FOOTNOTES: % Female Distribution
* Information not available

MINISTRY REPRESENTATION AND DISTRIBUTION BY SEX

FULL-TIME CLASSIFIED EMPLOYEES

(Ranked by Percentage of Women in Ministry)

MINISTRY	TOTAL #	TOTAL %	WOMEN #	WOMEN %	WOMEN AS A % OF MINISTRY 1987	1986	1985	1984	1983
Intergovernmental Affairs	61	0.1	48	0.2	78.7	77.4	75.7	75.0	70.4
Colleges & Universities[1]	234	0.3	172	0.6	73.5	58.8	58.3	57.8	58.0
Attorney General	3,387	4.8	2,380	7.8	70.3	69.8	69.6	69.4	69.0
Management Board	297	0.4	204	0.7	68.7	68.2	64.2	61.3	57.4
Health	10,891	15.5	7,029	23.1	64.5	64.6	64.9	64.9	64.6
Consumer and Commercial Relations	1,585	2.3	1,013	3.3	63.9	62.6	62.4	62.5	62.4
Community & Social Services	9,599	13.7	5,992	19.7	62.4	62.2	62.3	62.0	61.8
Housing[2]	910	1.3	524	1.7	57.6	59.8	54.6	53.5	53.3
Education[1]	1,477	2.1	829	2.7	56.1	56.2	56.4	57.3	56.4
Citizenship and Culture	657	0.9	355	1.2	54.0	55.6	49.9	47.3	48.5
Treasury and Economics	364	0.5	196	0.6	53.8	55.0	53.1	52.7	52.4
Financial Institutions	314	0.4	168	0.6	53.5	*	*	*	*
Skills Development	432	0.6	230	0.8	53.2	66.7	*	*	*
Northern Development & Mines	162	0.2	84	0.3	51.9	51.9	51.0	50.0	50.7
Energy	210	0.3	104	0.3	49.5	51.3	50.0	48.8	48.8
Municipal Affairs [2]	416	0.6	202	0.7	48.6	50.7	54.6	53.5	53.3
Labour	1,526	2.2	721	2.4	47.2	46.7	46.6	47.3	46.7
Tourism and Recreation	582	0.8	273	0.9	46.9	44.9	43.8	41.9	41.8
Industry, Trade & Technology	562	0.8	263	0.9	46.8	46.5	43.5	42.1	41.2
Revenue	3,854	5.5	1,646	5.4	42.7	42.5	41.7	41.3	40.8
Agriculture and Food	1,649	2.4	676	2.2	41.0	39.4	37.8	37.2	35.4
Government Services	2,772	4.0	1,030	3.4	37.2	36.6	34.7	33.8	33.1
Correctional Services	5,989	8.5	1,883	6.2	31.4	30.1	28.9	27.2	26.4
Natural Resources	3,905	5.6	926	3.0	23.7	23.3	22.8	22.6	23.0
Environment	2,263	3.2	530	1.7	23.4	22.7	21.9	21.8	21.7
Trans. & Communications	8,883	12.7	1,692	5.6	19.0	18.8	18.2	18.0	17.7
Solicitor General	6,294	9.0	1,002	3.3	15.9	15.3	15.1	15.0	15.0
Senior Payroll (EDS)	673	1.0	106	0.3	15.8	13.1	11.9	9.2	8.2
SERVICE WIDE	**70,104**	**100.0**	**30,406**	**100.0**	**43.4**	**43.0**	**42.5**	**42.2**	**41.8**

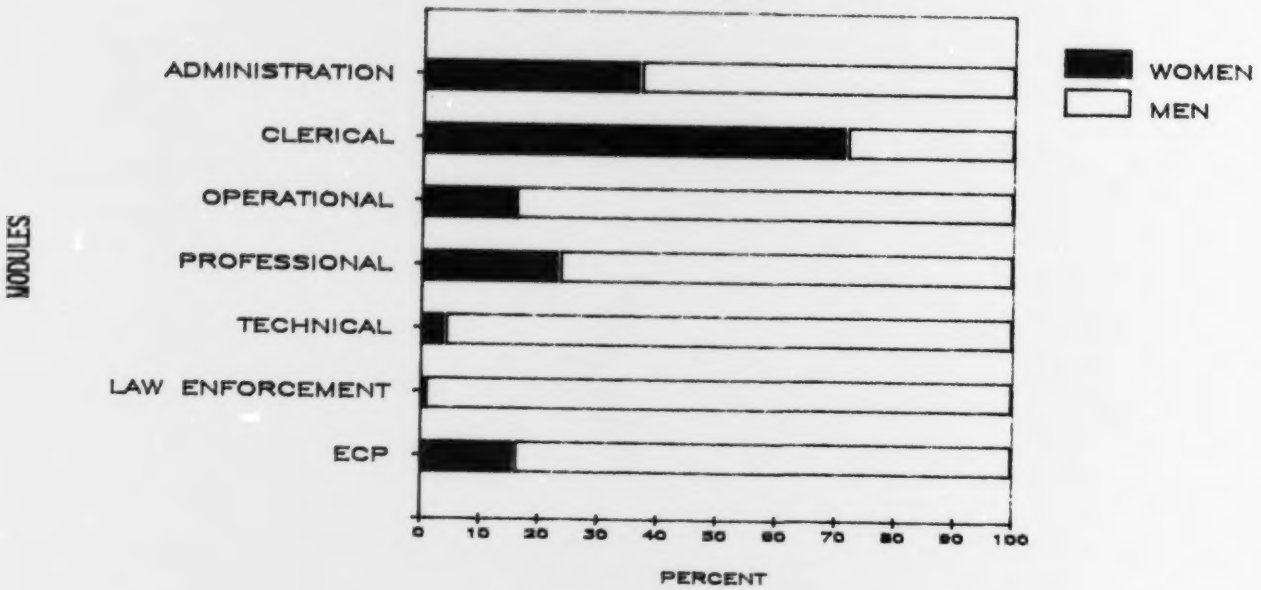
FOOTNOTES:

1. Percent distribution of women prior to 1985 was re-calculated for the separate Ministries of Colleges and Universities and Education.
2. Percent distribution of women prior to 1986 is for the combined Ministry of Municipal Affairs and Housing.

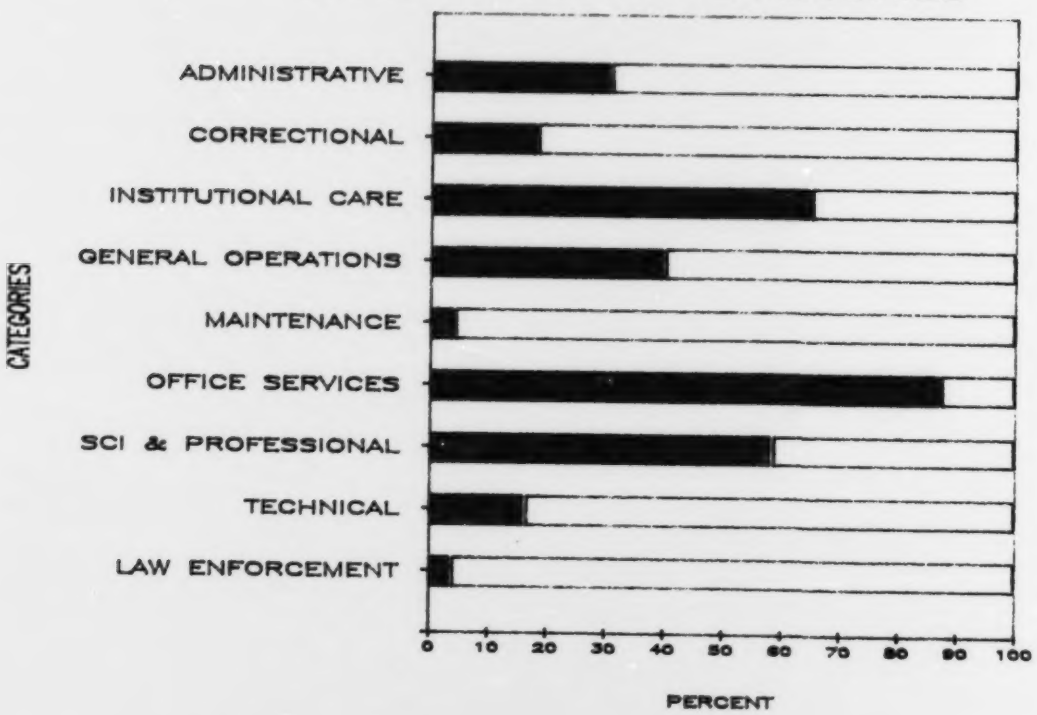
* Information not available.

SERVICE—WIDE REPRESENTATION BY SEX

MANAGEMENT MODULES



BARGAINING UNIT CATEGORIES



OCCUPATIONAL GROUPS IN WHICH WOMEN'S REPRESENTATION REQUIRES IMPROVEMENT

(Women make up between 0% and 30% of the occupational group)

OCCUPATIONAL GROUP	MEN #	WOMEN #	1987 %	1986 %
ADMINISTRATIVE MODULE				
Financial Administration	656	147	18.3	15.9
Institutional Management	207	45	17.9	17.1
Labour Relations	52	9	14.8	15.0
Property Administration	230	17	6.9	4.9
Purchasing and Supply	75	11	12.8	12.5
Systems Services	357	85	19.2	18.4
OPERATIONAL MODULE				
Agricultural Support	**22**	**0**	**0.0**	**0.0**
Correctional	490	50	9.3	6.5
Heating and Power	**32**	**0**	**0.0**	**0.0**
Printing	**8**	**0**	**0.0**	**0.0**
Skills and Trades	882	6	0.7	0.8
PROFESSIONAL MODULE				
Agriculture	122	14	10.3	6.0
Architecture	29	1	3.3	3.4
Chaplain	34	13	27.7	28.6
Dentistry	18	2	10.0	18.2
Education	110	23	17.3	17.3
Engineering and Surveying	772	36	4.5	4.0
General Scientific	112	10	8.2	10.0
Legal	424	149	26.0	23.7
Medical	136	57	29.5	29.1
Psychology	45	5	10.0	13.0
Resources Planning and Management	392	29	6.9	6.1
Research Science	**14**	**0**	**0.0**	**0.0**
Veterinary Science Management	38	2	5.0	4.9
TECHNICAL MODULE				
Draft, Design and Estimate	53	5	8.6	6.6
Engineering and Survey Support	496	6	1.2	1.0
Photography	**8**	**0**	**0.0**	**0.0**
Resources, Technical	509	8	1.5	1.6
Telecommunications	**5**	**0**	**0.0**	**0.0**
Technical Underfill	**1**	**0**	**0.0**	*
LAW ENFORCEMENT MANAGEMENT				
Law Enforcement	172	1	0.6	0.6
EXECUTIVE COMPENSATION PLAN				
Deputy Minister	35	5	12.5	14.7
Senior Executives	532	101	16.0	13.0
ADMINISTRATIVE SERVICES CATEGORY				
General Administration	796	272	25.5	23.2
Investigation (a)	76	4	5.0	7.1
Investigation (b)	362	61	14.4	13.0
Property Assessment	1,083	103	8.7	8.0

OCCUPATIONAL GROUPS IN WHICH WOMEN'S REPRESENTATION REQUIRES IMPROVEMENT (con't)

OCCUPATIONAL GROUP	MEN #	WOMEN #	1987 %	1986 %
CORRECTIONAL SERVICES CATEGORY				
Correctional Services	2,926	644	18.0	16.5
GENERAL OPERATIONAL SERVICES CATEGORY				
Cleaning, Caretaking and Security (b)	214	25	10.5	11.8
Supply	538	43	7.4	7.5
Agriculture Support	192	8	4.0	4.2
INSTITUTIONAL CARE SERVICES CATEGORY				
Institutional Care (a)	242	24	9.0	9.8
LAW ENFORCEMENT SERVICES CATEGORY				
Law Enforcement Services	4,172	155	3.6	3.1
MAINTENANCE SERVICES CATEGORY				
Aircraft	**58**	**0**	**0.0**	**0.0**
Trades and Crafts (a)	736	1	0.1	0.0
Trades and Crafts (b)	1,001	4	0.4	0.2
Trades and Crafts (c)	874	26	2.9	2.7
Vehicle Operation (a)	1,928	16	0.8	1.0
Vehicle Operation (b)	240	10	4.0	3.6
Marine Operations	58	1	1.7	1.7
Heating and Power	259	1	0.4	0.4
Printing	81	20	19.8	19.8
SCIENTIFIC AND PROFESSIONAL SERVICES CATEGORY				
Education	101	29	22.3	23.0
General Scientific	238	70	22.7	21.6
Resources Planning and Management (a)	111	45	28.8	26.5
Resources Planning and Management (b)	388	44	10.2	8.9
Surveying and Engineering Services	109	4	3.5	6.1
TECHNICAL SERVICES CATEGORY				
Communications	99	7	6.6	6.3
Draft, Design & Estimate	432	69	13.8	13.9
Engineering & Survey Support	1,267	62	4.7	4.6
Photography	48	12	20.0	24.6
Manpower Training	114	15	11.6	6.3
Scientific Support	321	125	28.0	27.8
Resources Support	1,693	76	4.3	3.7
EXCLUDED CATEGORY				
Maintenance Services Group	**6**	**0**	**0.0**	**0.0**
Technical Services Group	**6**	**0**	**0.0**	**0.0**
TOTAL	**27,819**	**2,813**	**9.2%**	

FOOTNOTES: Under-represented groups -- **Women make up 0% of group**
Women make up between 0% and 30% of group

* Information not available

OCCUPATIONAL GROUPS IN WHICH WOMEN ARE WELL REPRESENTED

OCCUPATIONAL GROUP	MEN #	WOMEN #	1987 %	1986 %
ADMINISTRATIVE MODULE				
General Administration	1261	943	42.8	40.6
Information	49	33	48.2	38.6
Law Administration	188	175	48.2	45.4
Program Analysis	273	190	41.0	38.8
Personnel Administration	251	357	58.7	57.1
Social Program Administration	400	248	38.3	38.4
CLERICAL MODULE				
Transcription Services	5	6	54.5	58.3
OPERATIONAL MODULE				
General Operational	157	134	46.0	46.4
Institutional Care	220	146	39.9	39.7
PROFESSIONAL MODULE				
Actuarial Science	4	2	33.3	16.7
Economics and Statistics	300	149	33.2	35.0
Library, History & Archives	22	21	48.8	45.5
Pharmacy	18	10	35.7	32.1
Social Work	63	43	40.6	41.2
Professional Underfill	48	22	31.4	35.8
TECHNICAL MODULE				
Scientific Support	43	26	37.7	35.8
ADMINISTRATIVE SERVICES CATEGORY				
Management Systems and Services	568	367	39.3	39.7
Financial	557	239	30.0	29.8
Purchasing	119	75	38.7	35.3
Publicity	149	175	54.0	53.4
Social Programs	639	589	48.0	56.3
GENERAL OPERATIONAL SERVICES CATEGORY				
Personal Service (a)	218	129	37.2	37.8
Cleaning, Caretaking and Security (a)	829	687	45.3	45.7

INSTITUTIONAL CARE SERVICES CATEGORY				
Institutional Care (b)	1653	3462	67.7	67.3
MAINTENANCE SERVICES CATEGORY				
Radio Operations	208	142	40.6	39.9
OFFICE SERVICES CATEGORY				
Data Processing	143	247	63.3	63.4
Microfilm & whiteprint operator	44	60	57.7	*
SCIENTIFIC & PROFESSIONAL SERVICES CATEGORY				
Agriculture	161	80	33.2	31.6
Library, History and Archives	25	44	63.8	65.2
Pharmacy	6	13	68.4	66.7
Psychology	154	107	41.0	37.8
Social Development	184	332	64.3	62.6
Statistics	127	87	40.7	35.6
Veterinary Science	3	2	40.0	20.0
TECHNICAL SERVICES CATEGORY				
Scientific Support (a)	172	345	66.7	66.2
EXCLUDED CATEGORY				
Administrative Services	17	29	63.0	71.4
General Operations	1	2	66.7	66.7
TOTAL	**9,279**	**9,718**	**51.2**	

* Occupational group formed in 1986/87

SALARY INFORMATION

AVERAGE SALARY BY MINISTRY AND SEX

FULL-TIME CLASSIFIED EMPLOYEES

(Ranked by Women's Salary as a % of Men's)

MINISTRY	AVERAGE SALARY		WOMEN'S AVERAGE SALARY AS A % OF MEN'S AVERAGE SALARY				
	MEN	WOMEN	1987	1986	1985	1984	1983
Senior Payroll (EDS)	$68,542	$64,748	94.5	99.9	97.7	98.9	98.1
Community & Social Services	30,691	26,879	87.6	88.0	87.4	86.7	86.3
Correctional Services	31,073	27,168	87.4	86.1	87.4	87.8	86.9
Health	30,590	26,661	87.2	88.6	87.5	87.3	86.4
Citizenship & Culture	34,569	29,707	85.9	82.0	81.1	81.4	80.5
Transport. & Communications	30,031	25,111	83.6	82.5	81.1	79.6	77.9
Tourism & Recreation	34,498	27,642	80.1	77.5	79.0	80.2	78.8
Government Services	32,662	26,025	79.7	79.1	76.7	76.4	76.4
Colleges & Universities [2]	38,206	30,049	78.7	71.2	67.5	65.8	67.1
Agriculture & Food	35,020	26,757	76.4	73.7	72.0	72.1	70.9
Environment	34,380	26,195	76.2	75.1	73.3	72.3	70.8
Treasury & Economics	42,266	31,939	75.6	74.8	72.9	72.1	69.4
Natural Resources	33,922	25,273	74.5	72.0	70.8	69.8	68.7
Management Board (including Human Res. Secretariat)	46,549	34,222	73.5	75.0	69.0	68.6	68.8
Labour	38,711	28,131	72.7	73.5	71.6	70.7	69.6
Consumer & Commercial Relations	33,052	23,977	72.5	70.7	69.7	68.4	67.4
Municipal Affairs [1]	41,359	29,754	71.9	71.6	67.7	66.6	66.2
Housing [1]	39,485	28,140	71.3	68.7	67.7	66.6	66.2
Revenue	35,591	25,232	70.9	70.8	68.8	68.1	67.0
Skills Development	37,738	26,735	70.8	75.5	*	*	*
Solicitor General	36,518	25,250	69.1	68.4	66.8	65.8	65.1
Intergovernmental Affairs	48,492	32,961	68.0	79.9	76.2	70.7	76.8
Education [2]	40,535	27,272	67.3	77.6	68.0	64.6	63.3
Energy	45,234	30,273	66.9	64.6	63.4	58.1	56.4
Industry, Trade and Technology	44,461	29,408	66.1	59.3	61.1	59.4	57.9
Northern Development & Mines	43,253	27,043	62.5	63.2	61.9	60.9	61.0
Attorney General	42,549	26,343	61.9	72.7	71.3	69.1	63.7
SERVICE-WIDE	**$34,007**	**$26,798**	**78.8**	**79.1**	**77.8**	**76.8**	**75.8**

FOOTNOTES: 1. Percentages for years prior to 1986 are for the combined Ministries of Municipal Affairs and Housing.

2. Percentages for years prior to 1985 were recalculated for the separate Ministries of Colleges & Universities and Education.

* Information not available.

SERVICE-WIDE AVERAGE SALARIES
BY OCCUPATIONAL MODULE/CATEGORY

FULL-TIME CLASSIFIED EMPLOYEES

OCCUPATIONAL MODULE/CATEGORY	1986/87			1985/86		
	MEN $	WOMEN $	%	MEN $	WOMEN $	%
Administrative	44,056	38,003	86.3	42,013	36,910	87.9
Clerical	29,533	27,677	93.7	29,328	27,541	93.9
Operational	32,270	28,425	88.1	31,620	27,299	86.3
Professional	50,588	45,706	90.3	45,237	40,410	89.3
Technical	36,569	36,074	98.6	36,431	35,822	98.3
Executive Comp. Plan	68,542	64,748	94.5	51,944	51,893	99.9
Administrative Services	35,241	32,661	92.7	33,347	30,057	90.1
Correctional Services	29,410	28,155	95.7	29,592	28,505	96.3
Institutional Care Serv	25,443	24,847	97.7	22,692	22,101	97.4
Clerical Services	*	*	*	22,728	21,209	93.3
General Oper. Services	22,261	20,572	92.4	21,035	18,991	90.3
Maintenance Services	26,435	24,188	91.5	25,014	22,776	91.1
Office Services	24,250	22,711	93.7	23,838	20,603	86.4
Scientific & Professional	38,842	32,746	84.3	36,111	31,018	85.9
Technical Services	29,485	28,323	96.1	28,097	26,678	94.9
Law Enforcement Services	37,130	33,358	89.8	35,449	32,602	92.0
"Excluded"	28,411	24,385	85.8	28,085	23,857	84.9
TOTAL	**$34,007**	**$26,798**	**78.8%**	**$31,203**	**$24,682**	**79.1%**

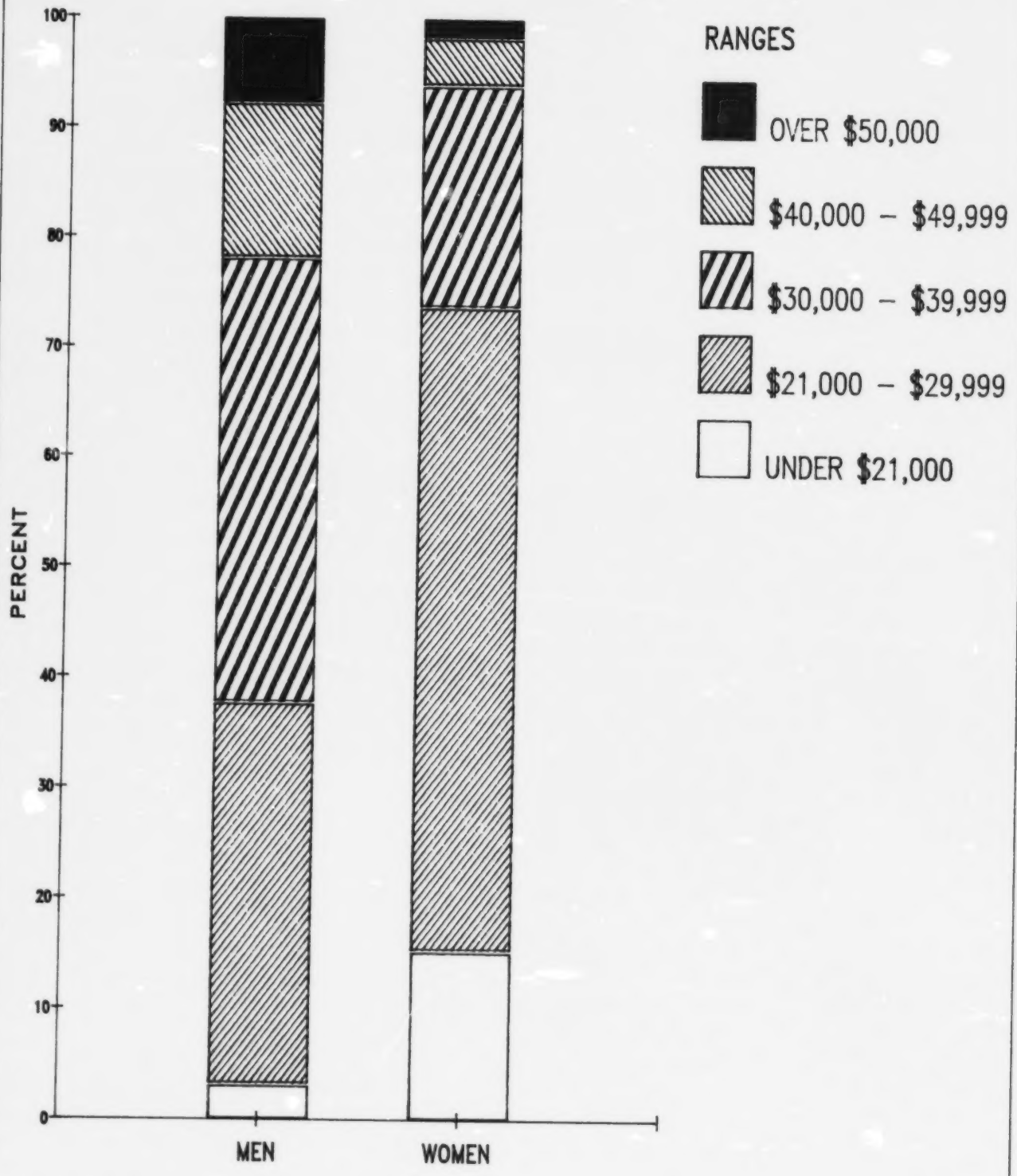
% - Women's average salary as a percentage of men's
* - Information not available due to reclassification

REPRESENTATION AND DISTRIBUTION BY SEX AND SALARY RANGES

FULL-TIME CLASSIFIED EMPLOYEES

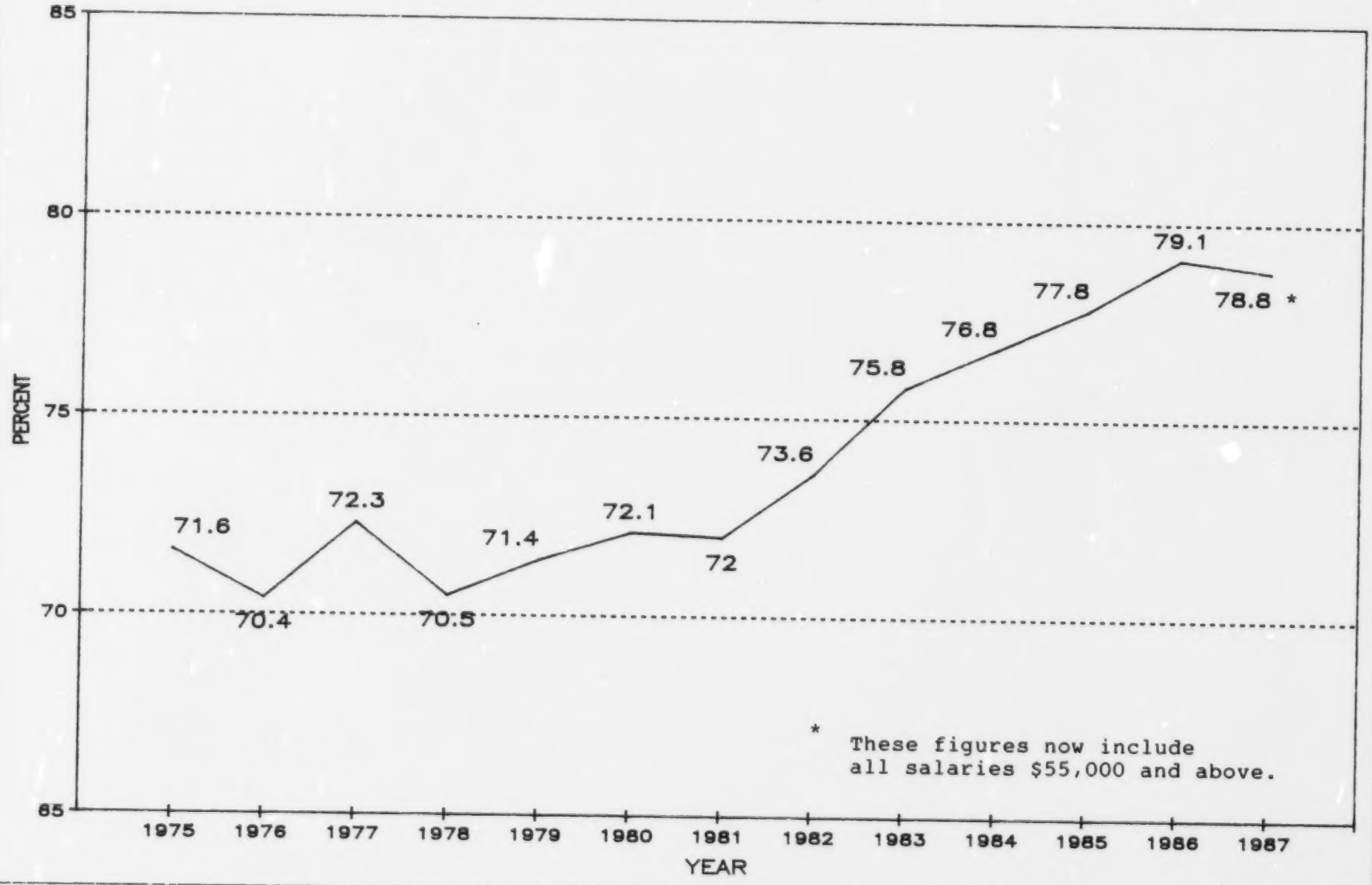
SALARY RANGE	MEN #	MEN %	WOMEN #	WOMEN %	FEMALE REPRESENTATION 1987	FEMALE REPRESENTATION 1986
Under $ 9,000	7	0.0	7	0.0	50.0	84.8
$ 9,000 - $ 10,999	0	0.0	3	0.0	100.0	66.0
$11,000 - $ 12,999	3	0.0	39	0.1	92.9	72.0
SUB-TOTAL	**10**	**0.0**	**49**	**0.2**	**83.1**	**71.3**
$13,000 - $ 14,999	14	0.0	15	0.0	51.7	57.3
$15,000 - $ 16,999	12	0.0	9	0.0	42.9	62.2
SUB-TOTAL	**26**	**0.1**	**24**	**0.1**	**48.0**	**60.4**
$17,000 - $ 18,999	82	0.2	357	1.2	81.3	85.3
$19,000 - $ 20,999	1,140	2.9	4,213	13.9	78.7	77.5
$21,000 - $ 22,999	2,260	5.7	6,256	20.6	73.5	62.8
$23,000 - $ 24,999	4,861	12.2	7,463	24.5	60.6	48.4
SUB-TOTAL	**8,343**	**21.0**	**18,289**	**60.1**	**68.7**	**66.5**
$25,000 - $ 26,999	2,694	6.8	2,613	8.6	49.2	37.7
$27,000 - $ 28,999	3,896	9.8	1,433	4.7	26.9	32.9
SUB-TOTAL	**6,590**	**16.6**	**4,046**	**13.3**	**38.0**	**35.1**
$29,000 - $ 31,999	5,448	13.7	2,368	7.8	30.3	29.6
SUB-TOTAL	**5,448**	**13.7**	**2,368**	**7.8**	**30.3**	**29.6**
$32,000 - $ 34,999	4,023	10.1	1,905	6.3	32.1	28.3
$35,000 - $ 37,999	4,942	12.4	1,328	4.4	21.2	15.4
$38,000 - $ 40,999	2,781	7.0	839	2.8	23.2	21.1
$41,000 - $ 43,999	1,899	4.8	487	1.6	20.4	19.4
$44,000 - $ 46,999	1,003	2.5	227	0.7	18.5	15.4
$47,000 - $ 49,999	1,542	3.9	307	1.0	16.6	17.5
$50,000 - $ 52,999	834	2.1	141	0.5	14.5	14.4
$53,000 - $ 55,999	771	1.9	115	0.4	13.0	12.4
$56,000 - $ 58,999	406	1.0	80	0.3	16.5	14.2
$59,000 and over	1,080	2.7	201	0.7	15.7	13.6
SUB-TOTAL	**19,281**	**48.6**	**5,630**	**18.5**	**22.6**	**19.2**
SERVICE-WIDE	**39,698**	**100.0**	**30,406**	**100.0**	**43.4**	**43.0**

DISTRIBUTION BY SEX AND SALARY RANGES



THE WAGE GAP

WOMEN'S AVERAGE SALARY EXPRESSED AS A PERCENT OF MEN'S 1974/75 TO 1986/87



EXECUTIVE POSITIONS

REPRESENTATION AND DISTRIBUTION OF SENIOR EXECUTIVES BY LEVEL AND SEX

LEVEL	TOTAL	MEN	▼ %	WOMEN	▼ %	◄ %
DM	40	35	5.8	5	4.6	12.5
ECP5	80	71	11.9	9	8.3	11.3
ECP4	118	100	16.7	18	16.7	15.3
ECP3	241	208	34.7	33	30.6	13.7
ECP2	183	148	24.7	35	32.4	19.1
ECP1	45	37	6.2	8	7.4	17.8
TOTAL	**707**	**599**	**100.0**	**108**	**100.0**	**15.3**

▼ % - Distribution
◄ % - Representation

EXECUTIVE COMPENSATION PLAN HIRE/PROMOTION SUMMARY

YEAR	APPLIED M	F	F%	INTERVIEWED M	F	F%	HIRED M	F	F%
1986/87	2,729	541	16.5	432	150	25.8	42	18	30.0
1985/86	884	158	15.2	192	43	18.3	18	8	30.8
1984/85	1,349	182	11.9	160	39	19.61	20	7	26.0
1983/84	940	92	8.9	172	22	11.3	20	4	16.7

SENIOR EXECUTIVE SUMMARY
DISTRIBUTION OF EMPLOYEES BY SEX

	TOTAL	MEN	WOMEN	% WOMEN
March 1987	707	599	108	15.3
March 1986	657	577	80	12.2
March 1985	663	589	74	11.2
March 1984	664	601	63	9.5
March 1983	682	627	55	8.1

PERCENTAGE CHANGE BY SEX

	% Increase/Decrease From Previous Year		
	TOTAL	MEN	WOMEN
March 1987	7.6	3.8	35.0
March 1986	-0.9	-2.0	8.1
March 1985	-0.2	-2.0	17.5
March 1984	-0.3	-4.1	14.5

SOURCE: Executive Management Branch,
Human Resources Secretariat

Figures include deputy ministers and senior executives for all ministries, agencies, boards and commissions.

SUMMARY OF SENIOR EXECUTIVES BY MINISTRY AND SEX

MINISTRY	TOTAL	MALE #	FEMALE #	%
Agriculture and Food	34	32	2	5.9
Attorney General	23	20	3	13.0
Cabinet Office	11	7	4	36.4
Citizenship and Culture	18	14	4	22.2
Colleges and Universities	9	8	1	11.1
Community and Social Services	27	21	6	22.2
Consumer and Commercial Relations	28	19	9	32.1
Correctional Services	19	17	2	10.5
Education	32	27	5	15.6
Energy	9	7	2	22.2
Environment	32	30	2	6.3
Financial Institutions	17	15	2	11.8
Health	39	30	9	23.1
Housing	26	24	2	7.7
Industry, Trade and Technology	37	35	2	5.4
Intergovernmental Affairs	6	6	0	0.0
Labour	25	19	6	24.0
Management Board of Cabinet	33	27	6	18.2
Municipal Affairs	18	16	2	11.1
Miscellaneous*	8	2	6	75.0
Natural Resources	42	35	7	16.7
Northern Affairs	15	11	4	26.7
Revenue	25	24	1	4.0
Skills Development	11	8	3	27.3
Solicitor General	20	18	2	10.0
Tourism and Recreation	23	18	5	21.7
Transportation and Communications	33	28	5	15.2
Treasury and Economics	20	19	1	5.0
TOTAL	673	567	106	15.8

SOURCE: IPPEB 237G - Senior Payroll
March 1987

* (Office for Disabled Persons, Office for Senior Citizens Affairs, and Office of Native Affairs)

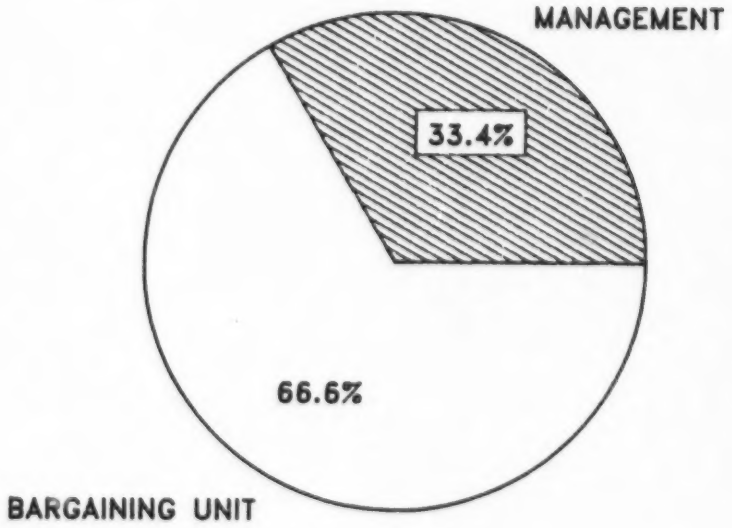
EMPLOYMENT SYSTEMS AND SPECIAL MEASURES

HIRE/PROMOTION PROGRESS REPORT
SERVICE-WIDE 1986/87
FOR CLASSES WITH LESS THAN 30% WOMEN

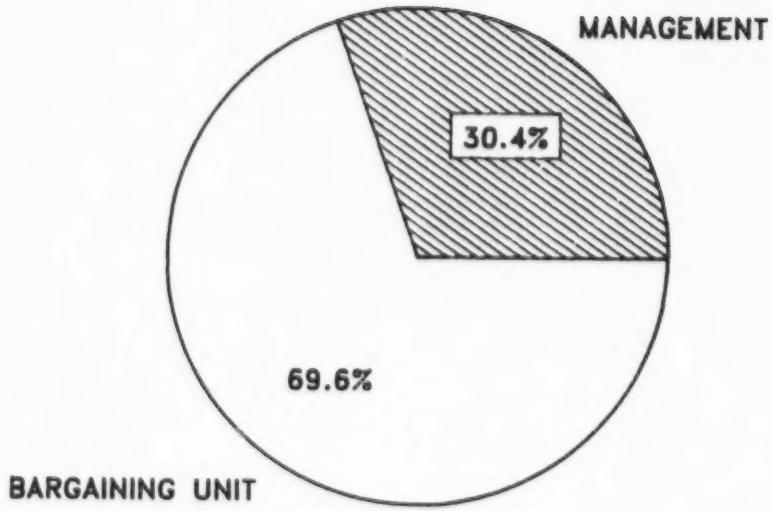
OCCUPATIONAL MODULE/CATEGORY	Planned	Met
Administration	105	110
Clerical	0	0
Operational	24	23
Professional	53	64
Technical	3	0
Law Enforcement	0	0
ECP	8	7
TOTAL MODULES	193	204
Administrative	96	113
Clerical	8	1
General Operational	23	17
Inst. Care	4	3
Correctional	144	180
Sci & Prof. Serv	40	67
Technical	30	43
Law Enforcement	21	39
Maintenance Serv	18	5
Office Services	0	0
TOTAL CATEGORIES	384	468
TOTAL	577	672

* Hire/Promotion targets are numerical goals planned by ministries to improve women's representation in under-represented categories, modules and levels.

HIRE/PROMOTION TARGET SUMMARY
PLANNED vs ACHIEVED



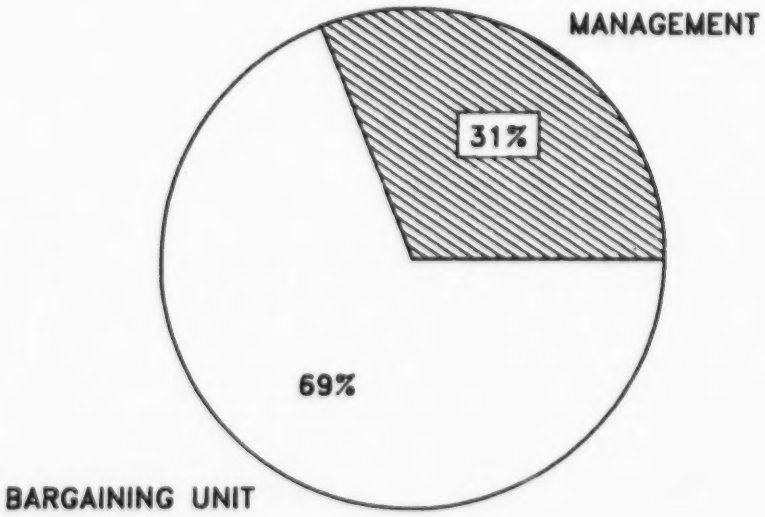
PLANNED



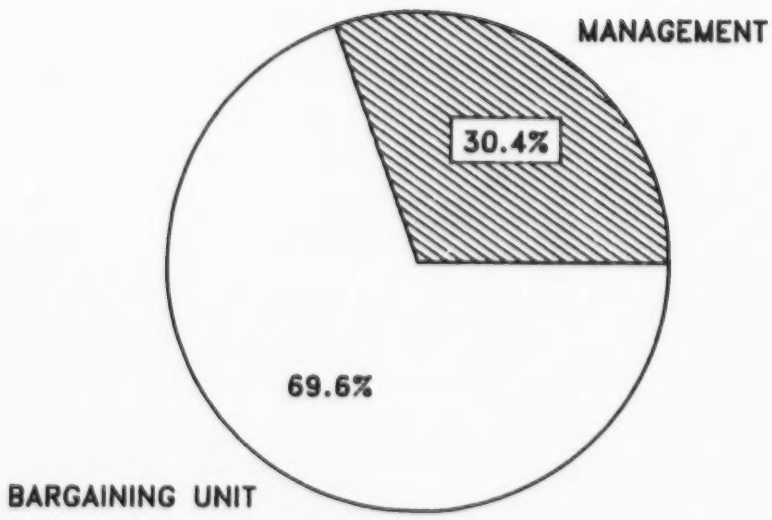
ACHIEVED

Refer to Chart: HIRE/PROMOTION PROGRESS REPORT

HIRE/PROMOTION TARGETS
ACHIEVED
1985-86 vs 1986-87



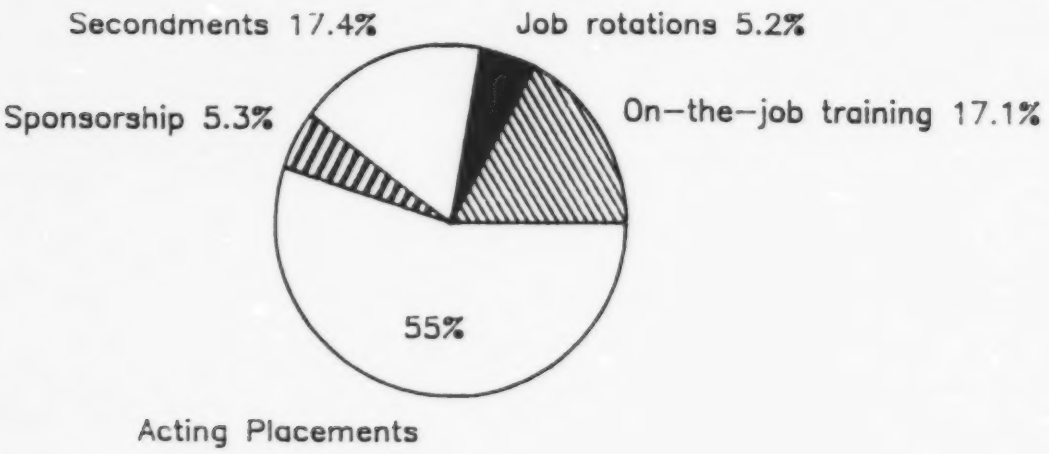
ACHIEVED 1985/86



ACHIEVED 1986/87

ACCELERATED CAREER DEVELOPMENT

SUMMARY BY TYPE OF DEVELOPMENT



TYPE OF ACD	INTERNAL #	EXTERNAL #	TOTAL #
On-the-job training	393	4	397
Job rotations	116	5	121
Secondments	357	48	405
Sponsorship	111	1	112
Acting placements	1,275	4	1,279
TOTAL	**2,252**	**62**	**2,314**

"Internal" ACDs are development opportunities provided by a ministry for its own staff, while "external" ACDs are those provided by other ministries.

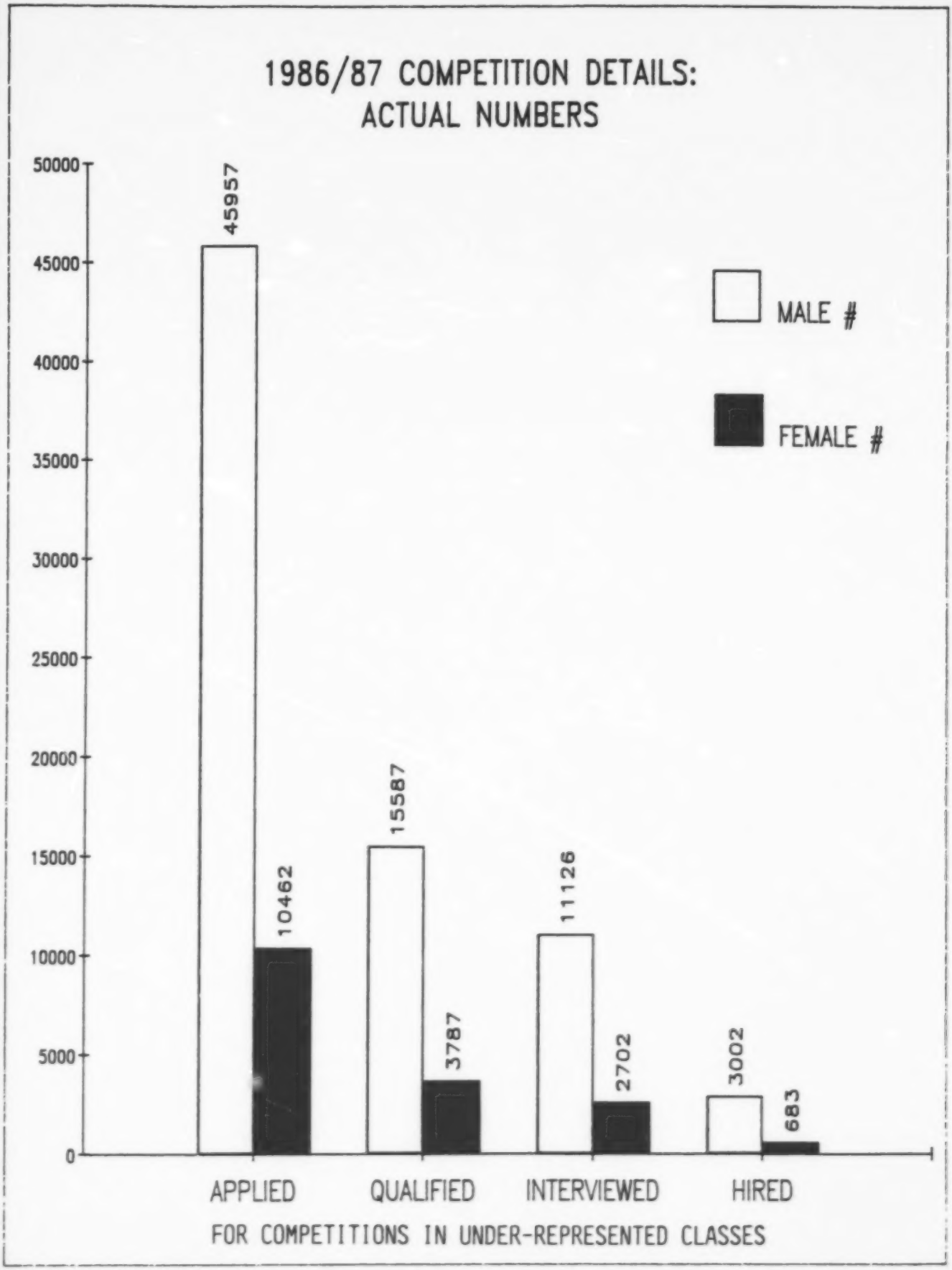
SOME COMPARISON OF MEN'S AND WOMEN'S EXPERIENCE IN COMPETITIONS IN UNDER-REPRESENTED CLASSES 1986/87

OCCUPATIONAL MODULE/CATEGORY	# of Vacancies Filled			# of APPLICANTS		# QUALIFIED		# INTERVIEWED	
	M	F	Total	M	F	M	F	M	F
Administration	311	130	441	7421	1957	2010	652	1329	434
Clerical	1	2	3	32	44	8	14	8	14
Operational	135	23	158	1677	117	816	72	699	71
Professional	215	72	287	3682	1091	1027	321	859	302
Technical	79	1	80	709	17	439	8	367	6
Law Enforcement	0	0	0	0	0	0	0	0	0
ECP	4	2	6	122	33	12	4	12	3
TOTAL MODULES	745	230	975	13643	3259	4312	1071	3274	830
Administrative	283	136	419	7003	2169	1689	645	1288	521
Correctional	483	180	663	3116	1184	2109	860	1465	499
Institutional	52	3	55	238	28	216	20	109	12
Clerical	0	0	0	0	0	0	0	0	0
General Operational	154	42	196	2338	605	682	202	500	167
Maintenance	375	8	383	5943	192	1666	46	1313	42
Office Services	19	3	22	85	26	50	12	49	10
Scient & Prof	114	49	163	2979	1138	732	288	511	191
Technical	337	59	396	8358	1533	2253	365	1493	293
Law Enforcement Serv	578	39	617	2254	328	1878	278	1124	137
Excluded	0	0	0	0	0	0	0	0	0
TOTAL CATEGORIES	2395	519	2914	32314	7203	11275	2716	7852	1872
TOTAL	3140	749	3889	45957	10462	15587	3787	11126	2702

NOTES:

1. Information included here is summary detail of competitions reported by ministries for all classes that are under-represented in the ministry, and may include classes that are not under-represented service-wide.

2. Information on Executive Compensation Plan was provided by the Office of Senior Appointments and Compensation of the Human Resources Secretariat.


1986/87 COMPETITION DETAILS:
ACTUAL NUMBERS
50000
45000
40000
35000
30000
25000
20000
15000
10000
5000
0
45957
10462
15587
3787
11126
2702
3002
683
MALE #
FEMALE #
APPLIED
QUALIFIED
INTERVIEWED
HIRED
FOR COMPETITIONS IN UNDER-REPRESENTED CLASSES

Ontario
Women's
Directorate

Honourable Gregory Sorbara
Minister Responsible for
Women's Issues